

We are a Rights Respecting School. We aim to put the UN Convention on the Rights of the Child at the heart of our practice in school. This should be evidenced by this policy and by what you see, hear, feel and witness in our school.

Article 19 (Protection from all forms of violence): Children have the right to be protected from being hurt and mistreated, physically or mentally.

St Wilfrid's RC Primary School Anti-Bullying Policy

John's Gospel Chapter 10, Verse 10: "I have come so that they may have life and have it to the full."

Introduction

At St Wilfrid's RC Primary School, we are committed to providing a safe and happy environment for all children, which encourages mutual respect and high expectations of behaviour. We take all incidents of bullying seriously and outline in this policy the steps we take to prevent and deal with any bullying incidents that may occur.

This policy should be read in conjunction with the following policies:

Behaviour Management Policy,
Single Equalities Policy,
SEN policy
Child Protection & Safeguarding policy.

What is bullying?

DfE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). We also recognise 'Online-Bullying or Cyber-Bullying' (where technology is used to intimidate or hurt) as a form of bullying.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms, including, but not limited to:

- Physical bullying
- Verbal / emotional bullying
- Cyberbullying
- Racist bullying
- Homophobic bullying

It is important that we all understand that bullying is not the arguments that will occasionally happen between children – it is a normal part of children's development to learn how to cope with these social situations, with the support of adults in school and at home.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Strategies for preventing bullying

Our schools positive behaviour management policy promotes and rewards good behaviour and encourages 'Restorative approaches' in order to create a safe and caring ethos where children include and support one another. Our policy is underpinned by school values linked to the Gospel which support children to make the right choices. Our Mission is encompassed in our school prayer As a Roman Catholic School we promote the Gospel Values of Love and Forgiveness through everything we do, these are highlighted in our School Prayer which was written by the staff team, parents, pupils and governors and illustrates how we are witnesses of Christ at St Wilfrid's. Our school ethos centres around 5Ws promoted by our Diocese Salford. The 5 W's of Welcome, Welfare, Word, Witness and Worship fully support our mission statement to be Christ centred and reflect and celebrate our distinctive nature and character as a

Catholic school so beautifully expressed in John's Gospel Chapter 10, Verse 10: "I have come so that they may have life and have it to the full."

At St Wilfrid's, we use a range of strategies to prevent bullying, including the following:

- Gospel values curriculum embedded throughout the school
- Assemblies
- Circle time and role play activities
- Regular anti-bullying weeks
- Online safety teaching embedded in Computing curriculum
- Anti-bullying charter and policy
- Strong relationships between adults and staff to build trust
- 1:1 and small group pastoral support
- Logs of behaviour incidents
- Playground Buddy System
- Clear communication with parents
- School council/Sports council. Rights Respecting Schools Ambassadors to promote pupil voice
- Support from external agencies e.g. Police, Social Services, Educational Psychologists, etc

The school expects every member of the school community to behave in a considerate way towards others.

We treat all children fairly and apply our anti-bullying and behaviour policies in a consistent way.

The school rewards good behaviour and promotes forgiveness as it believes that this will develop an ethos of kindness and cooperation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

Dealing with incidents of bullying

Any incidents or allegations of bullying are taken seriously and dealt with consistently by school staff in line with our positive behaviour management policy.

Children are encouraged to report any concerns to an adult and we work hard to build trust between staff and children, so that they are confident to approach any adult in school.

Class teachers keep a running log of any low level patterns in behaviour and review this on a regular basis. More serious behaviour incidents are recorded on a Behaviour Incident Log using CPOMS and passed to senior members of staff, who may contact parents and / or discuss support that may be required through a Pastoral Support Plan or with the help of the external agencies as appropriate.

There are a range of actions that we may take to tackle bullying behaviour, including:

- Discussion between both parties
- Parental involvement
- Opportunities for restorative justice
- Sanctions and removal of privileges in line with behaviour policy
- Pastoral support
- Pastoral support plan
- Internal exclusion
- Fixed term exclusion

Bullying of a racist nature is reported to Lancashire Local Education Authority.

School staff have a responsibility to deal with incidents of bullying that occur off the school premises. When these are reported to the school, they should be investigated and acted upon.

The effectiveness of this policy is monitored on an on-going basis by the Headteacher and approved by the Governing body.

St Wilfrid's School Complaints Procedure is available from the school office.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the child's parents will be informed, as will the parents of the perpetrator.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong- and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies, such as the Lancashire Education Inclusion Service or Social Services.

All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc, within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. SEAL (social and emotional aspects of learning) lessons and resources as well as national/local resources to promote annual anti-bullying week are also used to combat bullying.

The role of parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher.

If deemed necessary, the Headteacher may open a 'Parental/Carer Concern Form' (see Appendix), detailing the nature of the alleged bullying and any actions school will take to deal with the concern. The concern will be revisited after an agreed set period. Parents will be asked to sign the parental concern form once they are satisfied their concern has been resolved.

If they remain dissatisfied, they should follow the school's complaints procedures.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the weekly pupil VIP pupil questionnaire, during circle time and through the pupil council.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the termly Head's Report to Governors, scrutinising the school's Serious Incident Book, where incidents of bullying are recorded, and by discussion with the Headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs. All incidents of racism are treated extremely seriously and will be reported to both Governors and LCC using the appropriate records. Such records are kept in the Serious Incident Book in the Headteacher's office.

This policy will be reviewed annually.

Last Review February 2022

St Wilfrid's Parental/Carer Concern Form

(Please submit to the Headteacher.)



Name of child	
Date	
Class	
Details of parent/carers referring:	
Details of the concerns	
Outcome/Action:	
Parental Signature:	

By Signing you are accepting the concern has been resolved and you are happy with the outcome.