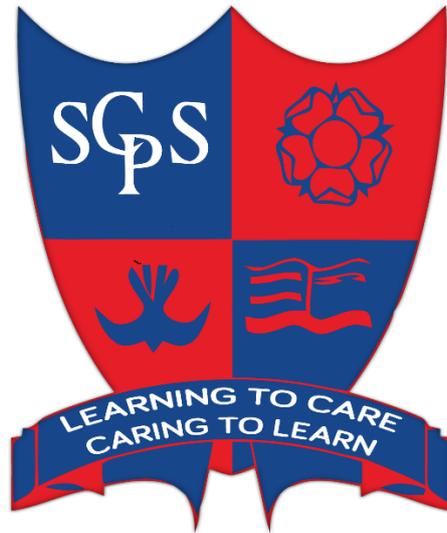


# St Columba's Catholic Primary School



*Recognising every person is precious to God, our vision is to  
provide an excellent Catholic Education*

## Anti-Bullying Policy

Date of issue	Review date	Date ratified by Governing Body
7/1/2019	7/1/2021	14/1/2019

## **Legislation**

### **The Education and Inspections Act 2006**

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, staff and parents.

### **Children's Act 1989**

A bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.'

### **Criminal Law**

Although bullying is not a criminal offence it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence...

If school staff feel that an offence may have been committed they should seek assistance from the police. For example under the Malicious Communications Act 1988, it is an offence to send an electronic communication to another person with the intent to cause distress or anxiety or to send electronic communication which conveys a message which is grossly offensive, a threat, or information which is false and known to be false by the sender.

### **Bullying Outside School Premises**

Teachers have the power to discipline pupils for misbehaving outside of the school premises 'to such an extent as is reasonable...'

Where bullying outside of school is reported to staff it should be acted on.

### **Cyber-bullying**

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images or files on electronic devices, including mobile phones.

### **Definitions of Bullying**

#### **DFE**

*"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 (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences."*

#### **Anti-Bullying Alliance**

*"The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace."*

Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

At St. Columba's Catholic Primary School, staff, parents and children work together to create a happy, caring, learning environment. All forms of bullying are unacceptable. Hurtful behaviour is recorded and dealt with. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively in respectful, caring, secure and safe environment.

### **Types of Bullying**

All pupils will be made aware of the different types of bullying:

Prejudice based bullying related to body image, special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

Bullying can be done:

Physically- hitting, kicking, pushing etc.

Verbally- calling names, laughing, lies, talking behind another person's back

Emotionally – leaving somebody out, ignoring, spreading rumours

Through Cyberspace – email and social networks e.g. gaming, Face Time, MSM, SMS, mobile phone, images, WhatsApp, Instagram, Twitter.

### **Signs of Bullying:**

- Changes in behaviour, attitude, appearance and relationships with others
- Poor attendance
- Changes in school performance

### **Staff Responsibilities for Monitoring Bullying**

Staff working with children and young people should always:

- Be aware- use eyes and ears
- Be concerned – act on 'feelings' not 'certainties'
- Be available – listen and respond
- Be supportive – both the bullied and the bully need support. The priority is to provide immediate support to those being bullied.

Staff must always act and be supportive when there is a concern that bullying may be taking place- proving whether it is bullying or how serious comes later.

The school will take action to prevent and tackle discriminatory and derogatory language – this includes homophobic and racist language, and language that is derogatory to disabled people.

### **Staff at St. Columba's will:**

- Be good role models by behaving and speaking in a respectful and caring manner and help create a positive environment.
- Provide a framework for expected behaviour and challenge all unacceptable behaviour and language.

- Recognise the signs that someone may be being bullied, intervene and take action following school procedures
- Report and record all allegations of bullying including prejudice, racial or homophobic language.
- Ensure that children, parents and carers are given regular feedback on the action taken: check whether it has been effective.

### **Prevention of Bullying**

St. Columba's aims to prevent bullying through:

- The School Mission – 'Every Person is Precious to God.'
- A curriculum which fosters good relationships with each other.
- Annual anti-bullying and internet safety weeks.
- Annual Health and Well-being Week
- Nurture Support
- Children will be taught the terms STTT- "Someone to turn to" and SSUFM – "Someone stands up for me."
- Assemblies/ Collective Worship with anti-bullying, tolerance and respect for others themes.
- Circle Time/ PSHE
- A proactive approach in managing behaviour

### **Children should:**

- Try to walk away from a bullying incident.
- Ask for the bullying behaviour to stop if they feel that they are able to.
- Report an incident of bullying to any trusted adult.
- Have an expectation that something will be done about it.
- Feel that they are listened to and believed.
- Feel safe and included.

### **Strategy for Dealing with Bullying**

**Step 1** – When a child reports an incident of bullying behaviour it should be then passed to that child's class teacher to deal with. Details of bullying behaviour should be recorded on CPOMS. If a child has used prejudice, offensive or inappropriate language their parents should always be informed. Staff should use questioning strategies to understand the nature of the incident and speak to any witnesses. Ensure that the child who is bullied feels that they are believed and is given support if needed.

**Step 2** – If the incident of bullying has happened more than once, by the same child or has been aimed at the same child, then this should be reported to the Assistant Headteacher. The Assistant Headteacher and the class teacher will speak to all children involved. The child or children being bullied will be given a diary to record incidents and the class teacher will keep a record of all incidents. The children involved will be told that this behaviour is being monitored regularly and the Class teacher and Assistant Headteacher will check on a weekly basis as to whether the bullying behaviour has improved. The children will be told that if it has not then parents will be informed. All staff will be made aware of these bullying concerns through staff briefing and staff will be extra vigilant around these pupils.

**Step 3** - If the incidents of bullying continue then both sets of parents will be informed. Incidents will continue to be logged. Analysis of the incidents of bullying will help determine appropriate sanctions and support which is needed. For example if the bullying behaviour takes place during break times then the child bullying will be excluded from break times. If either child needs nurture or relationship support then this will be put in place either through the use of the school's Learning Mentor or through outside agencies. Regular communication with children and parents involved will continue. The Executive Headteacher and Head of School will also be informed of all incidents and communications through CPOMS. If the bullying continues then the school may consider exclusions from break time and events as well as fixed term exclusions away from school.

### **Recording of Bullying Incidents on CPOMS**

#### **Staff will record:**

- The nature of the incident – what, where, when, type of bullying.
- Name of those involved – those bullying, being bullied and bystanders.
- Action taken
- Racist language will also be recorded on Sentinel by the school office – please alert them on CPOMS.

Staff will assess the seriousness of the incident – severity of impact, frequency, duration, intent, imbalance of power, empathy and remorse. Staff will also assess the need for curriculum based intervention or intervention from the school's Nurture Team.

- Curriculum and Nurture support may include:
- Self esteem
- Resilience
- Assertiveness
- Anger Management
- Empathy
- Counselling

The Senior Leadership Team will regularly review CPOMS logs and actions taken.

### **Involvement of Parents and Carers**

School will ensure that parents:

- Understand the school's anti-bullying policy
- Know who to contact at the school
- Believe that their concerns will be taken seriously
- Know what the school will do to follow up their concern
- Be asked for their advice
- Be part of the support, with regards to home-school strategies
- Recognise that resolving the problem may take time
- Be kept informed
- Feel that they can return to school if their concerns continue
- Know how to make a complaint if they feel dissatisfied with the school's actions