

St. Aloysius Primary Federation



Anti-Bullying Policy

Policy Reviewed and adopted by Governors:	March 2022
Review Date:	March 2023

Anti-Bullying Policy

“All children are a gift from God. They are all special and should be allowed to grow in a nurturing environment secure in the knowledge that they are cherished.”

At St Aloysius we endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

Aims and objectives

- To promote a secure and happy environment free from threat or harassment
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent school response to any bullying incidents that may occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain a bullying-free environment.

What is bullying?

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator, the target and the whole school community and its culture of safety and wellbeing in the school.

The Nature of Bullying

Bullying is considered to be:

- deliberately hurtful (including aggression)
- repeated often
- often difficult for individuals who are being bullied to defend themselves

Bullying can take many forms:

- physical: hitting, kicking, taking belongings
- verbal: name calling, insulting, making offensive remarks indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours pupils may use the tool of cyberbullying (e.g. text messages, e-mail or using social networking sites like Facebook/WhatsApp/Snapchat)

People may bully others because of varying perceived differences: sexism, racism, religion or belief, academic ability, gender identity, homophobia, disability, perceived characteristic (e.g. hair colour or weight) or because of an associate (family member or friend).

Our Approach to Bullying

Bullying will not be tolerated. Children are encouraged to be good citizens in an environment where they feel stimulated and excited by their learning. It is important to create an atmosphere where our children know that they will be listened to and where their problems and worries are taken seriously and responded to with sensitivity.

Bullying is always unacceptable and always serious.

Through a variety of planned activities across the curriculum such as circle time, role-play, class performances, sharing assemblies, our children gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions. Mental Health Champions, School Council members and Young Leaders promote a culture where pupils feel safe and are actively encouraged to speak up and share any concerns.

Our Personal, Social and Health Education (PSHE) curriculum will ensure that each Year Group addresses issues related to bullying. This is taught both directly and indirectly, focusing on fostering healthy friendships in which children recognise and appreciate each other's differences. Annual whole school events, such as Mental Health Awareness and Anti Bullying week, further reinforce the importance of maintaining these positive relationships.

Incidences of bullying brought to the attention of the class teacher are investigated as a matter of priority. Information is gathered from pupils and any staff concerned. Any relevant observations are recorded on CPOMs and the leaders of the school are kept informed and involved throughout.

We have two aims when responding to incidents of bullying:

- To make the child who has been bullied feel safe
- To work with the child who has displayed bullying behaviours to support them to understand the impact of their actions; preventing further incidents from occurring.

In order to achieve this we use a range of strategies appropriate to the nature, severity and history of the bullying. The following steps will be taken:

1. Leadership of the school is informed.
2. The pupil who has been bullied is interviewed and their comments recorded.
3. The pupil/ pupils who have displayed bullying behaviours is/are interviewed and comments recorded.
4. The parents of the individual who has shown bullying behaviour are contacted and invited to a meeting; a meeting between the Leadership lead, pupil and parents is held; the incidents are outlined and the sanctions are detailed.
5. Individual Behaviour Plans to set targets to improve and monitor behaviour are set up which may involve calling upon the expertise of outside agencies.

In persistent circumstances sanctions may include:

- Exclusion from the playground at break time/ lunch time
- Being moved out of current class
- Arrangements for parent to supervise pupil to and from school
- Temporary exclusion (on-site and off-site)
- Permanent exclusion

The parents/carers of the pupil who has been bullied are kept informed throughout the whole process.

The Role of the Governing Body

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. This will be done through monitoring CPOMs, pupil voice questionnaires and termly monitoring visits from governors. The governors require the Head Teacher 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.

If parents are not satisfied with the outcome of the investigation, they may wish to make a more formal complaint. In order to do this, they should follow the procedure set out in the BCCET Complaints Policy.

Monitoring the Policy

This policy is regularly monitored by the Head Teacher, who reports to governors about the effectiveness of the policy on request. To discover the extent to which bullying exists in school and to monitor the extent to which our anti-bullying policy is effective, strategies will be reviewed alongside pupil voice.

Signed: *Kathryn Fenwick* (Headteacher)

Signed: *Wendy Woods* (Chair of Governors)