



Anti- Bullying Policy

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Policy Updated	Sept 2022
Policy Agreed	Presented to governors June 2023
To be Reviewed	June 2024
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ST MALACHY'S SCHOOL MISSION STATEMENT

- ❖ St. Malachy's is a Catholic School where we will all do our best to do the work of Jesus.
 - ❖ We will study, pray, play and celebrate together.
 - ❖ We will care for each other and look after each other, just like a big family.
- ❖ It is important to remember that we are all good and clever in different ways.
 - ❖ We will learn important lessons that will help us when we are grown up.
 - ❖ In our school it will be fun and we will strive to make it a safe place.

St Malachy's RC Primary School Mission Statement

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This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools" and DfE research into antibullying practices:

www.gov.uk/government/publications/approaches-to-preventing-andtackling-bullying

What are the aims of the Policy?

We aim to prevent and deal with any behaviour deemed as bullying, and promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in.

- To ensure that all staff and pupil are aware that at times it is appropriate to adopt a "no blame" approach to bullying.
- To develop the full potential of each child, recognizing the uniqueness of each individual.
- To follow our Mission Statement and celebrate our uniqueness, embrace our differences, create space for forgiveness and journey towards a shared understanding of God's plan of love for each other
- To create a climate of positive relationships in which care and mutual respect between all members of the school can flourish.
- To encourage the expression of this climate through all aspects of school life: the curriculum, our approaches to teaching and learning, the school environment, school rules and behaviour policy, relations between staff, pupil and parents.
- To use the curriculum as a vehicle to teach the values to show that bullying is unacceptable.
- To encourage all staff to regard attending to bullying as a priority.
- To give guidance and support to staff in handling bullying incidents.
- To encourage staff to be vigilant when supervising pupils.
- To record all incidents of bullying and monitor the effectiveness of the action taken and hence to policy.

Links with other school Policies

This policy links with several school policies, practices and action plans including:

Safeguarding Policy

Behaviour policy

Complaints policy

E safety Policy

PSHCE Policy

What is Bullying?

Any behaviour, which harms others who do not have the skills or resources to counter this behaviour, could be seen as bullying.

At St Malachy's we use STOP to define bullying as:

Several
Times
On
Purpose

The three main types of bullying are:

Physical – hitting, kicking and taking belongings.

Verbal – name calling, insulting, making offensive remarks

Indirect – exclusion from social groups, being made the subject of malicious e-mails or text messages on mobile phones.

The most common type of bullying is name calling. This may be because of individual characteristics and may refer to ethnic origin, nationality or colour or some form of disability. It is important to remember that not all aggression is bullying. It becomes bullying when it is exercised through the use of power rather than an exchange between equals.

An explanation for children

"A pupil is being bullied or picked on when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, sent nasty notes, when no one talks to them, things like that. These things can **happen frequently** and it is difficult for the person being bullied to defend him or herself. It is also bullying if a pupil is teased **repeatedly** in a nasty way.

However, if two pupils of equal age, power, and strength have an occasional fight or quarrel this is not bullying."

Advice to children.

- Try to stay calm and look as confident as you can.
- Be firm and clear- look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult what has happened straight away.

After you have been bullied.

- Tell a teacher or another adult in your school.
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you.
- Keep speaking up until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened.

When you are talking to an adult about bullying, be clear about

- What has happened to you?
- How often it has happened.
- Who was involved?
- Who saw what was happening.
- Where it happened.
- What you have done already about it.

“Both boys and girls bully others. Usually boys are bullied by boys, but girls are bullied by boys and girls. The most common perpetrators are individual boys or groups of several boys. Children who bully can come from any kind of family, regardless of social class or cultural background.”

Reasons for Bullying.

Any child can be bullied, and although none of these characteristics can excuse it, certain factors can make bullying more likely:

- Lacking close friends in school
- Being shy
- An over protective family environment
- Being from a different racial or ethnic group to the majority
- Being different in some obvious respects- such as stammering or wearing glasses
- Having Special Educational needs or disability
- Behaving inappropriately, intruding or being a “nuisance”
- Possessing expensive accessories such as the latest mobile phone or iPod.
- New in school
- Family Crisis-problems at home

Reasons for bullying behaviour may be

- Feelings of inadequacy
- Lack of understanding of appropriate behaviour
- Copying behaviour, from home or TV
- Enjoyment of power
- Being insecure and unhappy and seeing others who are not
- Cannot imagine how the victims feels

How Can Parents Help?

We believe that parents and families have an important part to play in helping St Malachy’s deal with bullying.

- Discourage your child from using bullying behaviour at home or elsewhere.
- Show how to resolve difficult situations without violence or aggression
- Watch out for signs that your child is being bullied or bullying others.
- The family is often the first to detect signs or symptoms that your child is being bullied. These may include headaches, stomach aches, anxiety and irritability.
- It sometimes helps to ask about progress and friends at school; how break times and lunchtimes are spent.
- Contact school immediately if you are worried, we will always listen
- Encourage your child to talk to a member of staff as soon as an incident has occurred.
- Never agree to keep the bullying a secret. Your child needs to know that it is safe to talk.

- Give your child the opportunity to talk about how they are feeling.
- Keep a written diary of all incidents.
- Ask to see the school anti bullying policy. Our policy sets out how to deal with incidents of bullying. It is your right to know about this policy and is for everyone. Parents have been consulted in the writing of this policy.

Please Do Not Say:

- Go and hit back.
- Boys will be boys
- Girls are like that
- It will sort itself out
- It's part of growing up

Procedure for reporting and Responding to Bullying:

In most cases of Bullying it will be appropriate to follow the procedure outline below. However, in more serious cases sanctions would be followed as outlined in our Behaviour Policy,

1. **Interview.** When an adult finds out that bullying has happened the victim is encouraged to say how this made him/her feel. The adult does not need to know every detail of the incident, but does need to know who was involved. It is important to investigate and several conflicting accounts may be heard. The child may prefer to write an account of the incident or draw a picture.
2. **Convene a meeting.** The adult arranges to meet with a group of pupils that have been involved. This will include some bystanders and colluders who joined in but did not initiate any bullying. A group of six to eight people works well.
3. **Explain the problem.** The adult tells them about the way the victim is feeling. At no time does the adult allocate blame to an individual in the group situation. Labelling is damaging- VICTIM- BULLY- just confirms the self fulfilling prophecy.
4. **Share Responsibility.** Without attributing blame, the adult states that he/she knows that the group is responsible and can do something about it.
5. **Ask for Ideas.** Each member of the group is encouraged to suggest a way in which the victim could feel happier. The adult gives some positive responses.
6. **Informing Parent/Carers.** Parents/carers should be informed of the incident in private and in a sensitive manner.
7. **Leave it up to them.** The adult ends the meeting by passing the responsibility to the group. Arrange to meet again to see how things are going.
8. **Follow up.** About a week later the adult discusses with each pupil, including the victim, how things have been going. This allows the adult to monitor the situation and keep the children involved in the process. Inform the Senior Management Team of the outcome and inform other staff who may need to be aware that a particular child may be feeling vulnerable. A questionnaire for parents will be sent out to ensure they are satisfied with the outcomes and the bullying has stopped.

Recording Incidents of Bullying

When bullying is reported to staff it will be recorded using the CPOMS system and the Senior Managements Team will be notified.

When bullying is reported by the parents `families of the children involved a Pro Forma is used to record the meeting. This will then be uploaded onto CPOMS.

The follow up questionnaire sent to parents will also be uploaded onto CPOMS.

Punishment. There is no evidence to show that punishment stops bullying but there is evidence to show that it can worsen after punishment.

Punishment can place victims in further danger. If exclusion is considered as a sanction it should be taken into account that bullying can continue outside school.

At St Malachy's we are aware that:

- Bullying happens but we see it as unacceptable
- It usually happens in front of other children
- It usually results in isolation for the victim
- Friends are often fearful that it will happen to them if they support the victim
- Many bullies do not know how much pain is caused
- The most effective intervention activates support for the victim-this disempowers the bully(ies)

IT IS VERY IMPORTANT TO LISTEN CAREFULLY.

Occasionally a child may say that he/she is being bullied when the situation is being used to tell the adult about physical/sexual abuse. In these circumstances follow procedures outline in the Child Protection Policy.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school(school phobic)
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or run away
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions "go missing"
- Asks for money or starts stealing
- Has dinner money or other monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong

- Gives improbable excuses for any of the above

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and investigated.

Strategies for The Prevention and Reduction of Bullying

The following is a list of some of the key strategies we use to prevent or reduce bullying. We have included a combination of strategies that can be drawn upon and adapted to fit the circumstances of particular incidents. A single strategy is unlikely to provide a complete solution on its own to the problem.

Writing a set of class rules

Raising awareness of bullying

Curricular approaches to bullying

The curriculum can be used to:

- Raise awareness about bullying and the anti-bullying policy
- Increases understanding for victims, and help build an anti-bullying ethos
- Teach pupils how to manage their relationships with others
- Through the curriculum it is possible to explore such issues as:
 - Why do people bully each other?
 - What are the effects of bullying on the bullied, on bullies and on bystanders?
 - What can we do to stop bullying?

Co-operative group work

Circle time

Peer support

Mediation by adults

Mediation with peer mentors

Playground friends

Circle of friends

Whole school assemblies

Use of outside agencies

A range of activities to encourage play and positive social interaction at play and lunchtimes, as well as good supervision

Theatre group/ drama/ role play

National competitions

An annual anti-bullying super learning day

E-Safety and awareness of online bullying as part of computing lessons

Monitoring and Evaluating

Method and data collection

- There will be a designated day each year to carry out a survey and promote anti-bullying issues (Autumn Term)
- The opportunity for children with emotional needs to discuss it in the Th.INC Room
- Surveying a sample of pupils, staff, parent/carers
- Using curriculum time to focus on anti-bullying work