

Anti-Bullying Policy
St. Augustine's RC Primary School

Mission Statement

Rights Respecting Articles: 2, 3, 8, 12, 13, 15, 19, 23, 28, 29, 30, 31, 34, 36,
37 and 39

Mission and Values Statements

Our mission is to 'Serve the Lord in gladness' by:

- Ensuring a safe, secure learning environment where children thrive surrounded by God's love.
- Nurturing every child's unique gifts and talents given to them by God.
- Being living witnesses to the teachings of Christ in our homes, school, parish and wider community.

Our Values statements are 'Attitudes of Being' (Based on Matthew 5)

I will serve like Jesus by being:

- Happy
- Gentle
- Just and fair
- Forgiving
- Honest
- A peacemaker

I will serve like Jesus by being the best I can be!

Introduction

Bullying is a problem for everyone. The victims of bullying are not the only ones affected or damaged by it. Those who watch and are aware of bullying are also harmed.

This policy has been written by the staff of St. Augustine's to deal with any bullying effectively. We understand that if children are being bullied they may find it difficult to tell someone, possibly because of uncertainty about the repercussions.

Aims

St Augustine's RC Primary School seeks to provide a safe, secure and positive environment in which children can develop and grow making full use of all the school can offer them and contributing fully to the life of the school. Children and adults involved with them are entitled to be treated with respect and understanding and to participate in any activity free from intimidation.

St Augustine's strives to ensure that those working with the children:

- Actively listen to children
- Act appropriately on information they receive.

....so that a safe, secure and positive environment exists.

The Nature of the Bullying

Bullying is:

- Deliberately hurtful behaviour.
- Repeated often over a period of time.
- Difficult for those being bullied to defend themselves.

Pupils from our School Council and Anti-Bullying Ambassadors have produced the following definition:

“Bullying is an unkind act. It can upset the person who is on the receiving end of it. Bullying can go on for a long period of time and it is deliberate and repeated. It can happen anywhere and it has a number of different forms.”

Types of bullying:

- Physical – hitting, kicking, taking belongings, pulling hair, pushing
- Verbal – name calling
- Emotional – spreading nasty stories about someone, excluding someone from social groups.
- Cyber – using social media, text messages, mobile phones
- Racial – bullying a person because of their colour, culture, race, language, ethnicity
- Special Educational Needs and Disability (SEND) – bullying a person because of their physical disability, mental disability, learning disability

Bullying can also occur as a result of sexual orientation (Sexual, Homophobic and Trans Gender). Whilst we may not refer to these issues specifically, we do talk to children about diversity and that people come from varying family backgrounds and situations.

Not all aggressive behaviour is bullying. A child exhibiting certain behaviour, which may appear to be bullying, may not have the intention or awareness that it causes distress.

Some children may feel that they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should be taken seriously.

Why it is important to do something about Bullying?

Bullying is always damaging to those involved whether they are victim, bully, witness or merely aware of the bullying.

The Victim

The safety and happiness of pupils - Children in St Augustine's are called to "Serve the Lord in gladness". If pupils are bullied, their lives are made miserable. They may suffer injury and become unhappy about coming to school. They may blame themselves for what is happening to them.

Educational Achievement - A victim of bullying may have reduced self-esteem and self worth and their school performance may deteriorate. Some children avoid bullying by not going to school. At St Augustine's we wish children to be confident in their ability.

The Bully

Bullying behaviour is not a natural part of growing up and should not be seen as such.

Children who bully are likely to experience difficult and unhappy relationships with both peers and adults and frequently need help to overcome these difficulties. St Augustine's aims for the children in its care to be "well adjusted, sensible, rational individuals". Children who bully are unlikely to stop if they are left unchallenged.

Others

Those who witness or are aware of bullying may live in fear that it will be their turn next. Bullying promotes poor models of behaviour and may encourage others to copy these models. Children who have been bullied in one circumstance may become bullies in another. At St Augustine's we endeavour to build up a team spirit in the children.

The School

St Augustine's promotes itself as an effective, caring school. We wish to reassure parents and children that incidences of bullying will be dealt with positively and effectively. If St Augustine's tolerated bullying, it would make us less effective as a school and reduce morale, as the values at the heart of our mission statement would be undermined.

Requirements

At St Augustine's we:

- Reflect our aims in an Anti-Bullying Policy
- Involve children in the development of anti-bullying strategies.

- Have a named member of staff responsible for implementing this policy – (HT/SLT).
- Make it clear that everyone has a responsibility for the safety of others.
- Identify and provide relevant training when appropriate
- Ensure all adults involved with the children are able to maintain positive relationships with them
- Provide a safe, listening environment in which adults and children feel free to discuss their concerns regarding bullying behaviour.
- Ensure that this policy is implemented, used and reviewed regularly.

Expectations

At St Augustine's we expect that:

- All children and adults should be alert to the signs of bullying
- The issue of bullying should be discussed openly and regularly, including lessons in areas such as RE and PSHE
- Staff are committed to take effective and appropriate action in dealing with bullying behaviour
- Appropriate help will be given to those involved in bullying behaviour

Action for Staff:

- Ensure the immediate safety and well being of children
- Support all parties while the issues are resolved
- Listen to the children sympathetically and take concerns seriously
- Encourage children to discuss the incidents of bullying
- Involve children in what action will be taken and ensure they understand what action will be taken
- Consider a range of strategies to ensure that bullying does not occur again
- Record incidents on CPOMS and actions and bring them to the attention of the HT/DHT.
- Inform parents and discuss the situation with them calmly.
- Maintain contact and work with parents.
- Be consistent

LISTEN, TAKE ACTION, RECORD, FOLLOW UP

Reviewed: September 2018