

St Gregory's  
CATHOLIC PRIMARY SCHOOL



Pursuing Excellence:  
Welcoming All

# **St Gregory's Catholic Primary School**

## **Anti-Bullying Policy**

**Members of staff responsible:**

**Mr. John Daley**

**Date policy approved by the Governors:**

**January 2018**

**Date to be reviewed:**

**Autumn term 2020**

### **Our Mission Statement**

**“At the heart of our community, our mission is to treat others the way that we would like to be treated, to provide a caring and stimulating environment whilst promoting enthusiasm for life-long learning where all individuals feel respected, challenged and inspired to achieve their full potential.**

**A school of the future, growing and working together in God's family and realising the champion within.”**

### **Statement of Intent**

We, at St. Gregory's are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that ANYONE who knows that bullying is happening is expected to tell the staff.

### **What is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

- Physical                    pushing, kicking, hitting, punching or any use of violence
- Racist                      racial taunts, graffiti, gestures
- Sexual                      unwanted physical contact or sexually abusive comments
- Homophobic              because of, or focussing on the issue of sexuality
- Verbal                      name-calling, sarcasm, spreading rumours, teasing
- Cyber                      All areas of internet, such as e mail and internet Chat room misuse  
Mobile threats by text messaging and  
And calls  
Misuse of associated technology i.e. camera and video facilities

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have recognised our responsibility to respond promptly and effectively to issues of bullying.

### **Aims**

- To minimise incidents of bullying
- To improve children's safety and well-being
- To change the behaviour of the person/people using bullying behaviours
- To change the behaviour of witnesses

### **Objectives**

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

### **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 that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night 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 which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home very hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

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

## **Procedures**

### **Class Teacher**

- Find out who and how many people are involved, and listen to ascertain the type of bullying, whether it be blackmail, extortion, sexist, etc. Remain calm and do not over react. Keep a brief written record of the incident(s).
- Take the incident or report seriously, and take action as soon as possible.
- Think hard whether your action needs to be private or public.
- Reassure the victim(s). Do not make them feel inadequate or foolish, and offer support.
- Discuss ways of finding the cause and suggest ways of solving the problem.

- Make it clear to the bully that you disapprove and encourage him/her to see the victim(s) point of view.
- Appeal to the better nature of the bully. If necessary appropriate sanctions will be applied.
- Build the esteem of the victim and bully.
- If the bullying persists refer the incident to the Headteacher for further action.

### **Headteacher**

- Discuss with Class Teacher/Mid-day Assistant the persistent incidents of bullying and action already taken.
- Interview the victim and bully separately, and then together.
- Verbal warning to the child. If bullying persists parents will be brought in and involved.

The situation to be monitored by the Headteacher who will apply whatever sanctions she/he considers to be appropriate.

- In serious and extreme situations the Headteacher should consider introducing exclusion from school, with reference to the latest legislation and advice from the LEA.

There are two types of exclusion – fixed period and permanent exclusion. Parents must be informed of their right to state their case to the Pupil Discipline Committee.

If the exclusion is for a fixed period of five days or less the Pupil Discipline Committee cannot direct the Headteacher to re-admit the child.

The Headteacher should refer to the procedures laid down for the exclusion of pupils from school for disciplinary reasons, and report to the Governing Body who have specific legal responsibilities in respect of exclusion.

### **Complaints from Parents**

If parents complain about bullying in the school, the Headteacher to follow previous procedure. The Headteacher to discuss, record, and assess the situation and take appropriate action.

### **Prevention**

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Rules to be displayed prominently in each classroom
- Signing a home/school agreement contract
- Writing stories or poems or drawing pictures about bullying & creating displays
- Reading stories about bullying or having them read to us or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Recognising the importance by having an 'anti-bullying' week each year (November)
- Using the SEAL curriculum materials for all year groups
- Using the RE 'Here I Am' materials to help develop children's spiritual, moral, social and cultural knowledge and understanding
- Using visitors/outside agencies to deliver workshops, drama productions to help understand about bullying issues (Gripping Yarns and Childline, PCSO talks)

## **Links**

This policy will be maintained in conjunction with our Child Protection and PSHE Policies

## **Appendices**

## **Closing Statement**

Parents will have access to this Policy. If after discussing with the Headteacher their concern about bullying, or suspected intimidation of their child, they are not satisfied with the action taken, the complaint may be referred to the Governing Body.