



This policy was written in the light of our Mission Statement, “Working together in the light of the Lord”.

Aims

At St Martin’s Catholic Primary School, we believe that every member of the school community feels valued and respected and that each person is treated fairly and well. The aim of the anti-bullying policy is to promote a supportive, caring and safe environment where no one fears being bullied. Bullying of any kind is unacceptable in our school. If bullying does occur, members of the school community should be able to tell and know that incidents will be dealt with promptly and effectively.

The Law

The policy is in line with:

- The Education and Inspections Act 2006 with regard to behaviour and bullying, including the specific statutory power of Headteachers to regulate pupils’ conduct when they are not on the school premises and not under the charge of a member of staff.
- The Equality Act 2010 in which a key provision is a public sector Equality Duty with which schools are required to ‘eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.’
- The Children Act 1989 in which a bullying incident should be addressed as a child protection concern where there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.’
- The Protection from Harassment Act 1997, the Communications Act 2003, the Public Order Act 1986 and the Malicious Communications Act 1988, in which some types of bullying may be identified as a criminal offence, e.g. ‘...the sending of an electronic communication to another person with the intent to cause distress or anxiety.’ In the event of this the police will be informed.

A definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves. Definitions provided by the Luton Anti-bullying strategy:

- deliberate or intentional behaviour that causes physical or emotional harm to a target or group

- repeated over time
- an imbalance of power between those involved
- difficult for the victims to defend themselves.

Methods of bullying

A pupil is being bullied or picked on when one of the following happens repeatedly:

- Another pupil or group of pupils say nasty things to him or her (verbal).
- Name calling from one pupil to another (verbal).
- They are hit, kicked or threatened (physical).
- Are sent nasty notes (social).
- Unpleasant messaging via email, text or social networking (cyber).
- They are teased (verbal).
- When they are excluded from friendship groups (social).

If two pupils have an occasional fight or quarrel this is not bullying.

In short, if it is the intention to hurt, frighten or intimidate another person persistently.

Types of Bullying

- Sexual – touching, repeated exhibitionism, voyeurism, sexual propositioning, verbal personal comment, deviant desires communicated
- Racist – name calling, derogatory assumptions or generalisations about race, culture, religious faiths and beliefs.
- Homophobic – name calling, exclusion and gestures, negative stereotyping based on sexual orientation, using ‘gay’ as a negative term, warning others about a person and graffiti
- Appearance – based on weight, size, hair colour, unusual physical features
- Disability - name calling, exclusion, talking over and for a person, mimicking, physical overpowering, e.g. moving a wheel chair user, laughing at a difficulty
- Health – based on physical or mental health conditions
- Income Based – of living on a low income
- Transgender – based on perception of gender identity

Possible Signs and Symptoms of Bullying

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 walking to or from school
- doesn't want to go on the school/public bus
- begs to be driven to/from school
- changes their usual routine
- becomes disruptive, aggressive or unreasonable
- is unwilling to go to school
- begins to truant
- 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 books or clothes damaged
- has possessions that are damaged or go missing
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually 'lost'
- has unexplained cuts and bruises
- comes home hungry (money or lunch has been stolen)
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- is afraid to use the internet or mobile phone
- is nervous or jumpy when a cyber message is received
- gives improbable excuses for any of the above

Here at St Martin's we also recognise the need to safeguard staff, who may be vulnerable or being bullied by other members of staff, governors, parents or even pupils.

At St Martin's we believe tackling bullying in this school matters because:

- bullying makes pupils unhappy;
- bullying affects the learning of the victim;
- bullying can lead to school absence;
- if unchecked, it can affect the standards of social behaviour in the whole school community;
- taking action against bullying demonstrates that we are an effective and caring school;
- bullying can have an impact on family life.

Aims, Objectives and Strategies for Prevention and Tackling bullying

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- All staff, governors and pupils are consulted and made aware of the Anti-bullying policy.
- All staff, pupils, governors and parents have a responsibility to **tell someone** if they are a witness to any bullying.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- We provide workshops for parents to inform them of any developments in anti-bullying strategies or advise them on the types of bullying and what they can do if they suspect their child is a victim or even the perpetrator.
- Each year we take part in promoting national Anti-bullying Week where children have the chance to enter a competition and win prizes. Throughout the week all children will take part in activities that promote good behaviour, self-esteem and highlight the damaging effects of any act of bullying and unkind behaviour.

It is not the purpose of this policy to prescribe sanctions; these are detailed in the Promoting Good Behaviour and Discipline Policy.

Teacher's Role

- Teachers at St Martin's take all forms of bullying seriously and intervene to prevent incidents from taking place.
- If teachers witness or become aware of an act of bullying, they do all they can to support the child who is being bullied. In order to ensure there is an appropriate response the following process will be followed:
 - The teacher informs the victim that his/her concerns are being listened to and that the issue will now be referred to the headteacher/deputy headteacher.
 - The teacher completes a Bullying Referral Form (**Appendix 1**) identifying the victim, perpetrator and the names of any witnesses. The bullying activities are also detailed.
 - The Bullying Referral Form is immediately given to the Headteacher/member of the Senior Leadership Team (SLT).
 - All parties are then interviewed by the Headteacher/member of the SLT and statements are recorded.
 - The incident is recorded in the school's Bullying Log and on CPOMS and parents of both the victim and perpetrator are informed.
 - Appropriate action, in line with the school's Behaviour Policy, is then actioned.
- If the knowledge of the incident arises through a third party, (fellow pupil, parent or other adult) similar procedures will be undertaken.
- It may be appropriate to involve outside agencies to support either, or both, victim and perpetrator.
- Each teacher has their own system for giving children the opportunity to relate any incidents that concern them when they come in from play.

Head Teacher's Role

- It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The induction processes for newstaff must include information on the processes for dealing with incidents of bullying.
- Each term, the Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy.
- The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assemblies as a forum to raise the profile of anti-bullying and how pupils should deal with this issue.
- The Head Teacher ensures that all staff receive sufficient training to be equipped to follow the procedures for dealing with all incidents of bullying as detailed above.
- The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- All incidents of bullying are reported to the relevant parents and recorded on CPOMS.

Lunch-time Supervision

- If an incident occurs at lunch-time then the Senior Midday Supervisor will refer this to the relevant class teacher so that the correct procedures can be followed.
- If any lunch-time staff witness a pattern of what they believe to be bullying then they will refer this to the relevant class teacher.
- Midday Supervisor record incidents in on CPOMS. Any recurring incidents are referred to the class teacher

The Role of the Parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- Parents are encouraged to attend and be involved in workshops and help to agree, follow and where possible, develop any anti-bullying strategies.
- Parents are involved in reviewing the policy through the Parents Forum.

The Role of the Governor

- Governors are responsible for developing and agreeing the policy.
- Governors are informed of any recorded incidences and notified of any further developments or sanction procedures.
- Governors are responsible for the implementation of the policy.

The Pastoral Care Team

- Incidents of bullying are reported to the Pastoral Care Team, where appropriate.
- The Family Worker or Learning Mentor will then support the victim to ensure they feel safe and happy in school.
- They will also work with the perpetrator to encourage a change in the pattern of his/her behaviour and attitude towards others.
- Parents of both the victim and perpetrator are also worked with so that they can support their child.

Pupils

Pupils who have been bullied will be supported by:

- offering an opportunity to discuss their experiences with a member of staff
- informing the parents of the situation and relating the action taken to resolve the situation
- reassuring the pupil, restoring confidence and self-esteem
- after the incident has been investigated and dealt with, behaviour will be monitored to ensure repeated bullying does not take place.

Pupils who have used bullying behaviour will be helped by:

- discussing what happened with a member of staff
- discovering why the pupil became involved
- establishing the wrong doing and what they need to change their behaviour
- informing parents/carers to help change the attitude and behaviour of the pupil

Review

This policy and its delivery will be reviewed annually.

