

Holy Cross Catholic Primary School



Anti-Bullying Policy

We care, we share, we value.

Anti Bullying Policy

OVERVIEW

At Holy Cross, bullying and any other forms of intimidation will not be tolerated. In line with our school Mission Statement, all will care, share and value the contribution of all other stakeholders, treating others with kindness and respect. All children and adults will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying.

What is Bullying?

Bullying is a form of cruelty, which can be found in all schools and workplaces.

Bullying is NOT a fall out between friends.

There are many definitions of bullying, but most have three things in common:

- it is deliberately hurtful behavior
- it is repeated over a period of time
- there is an imbalance of power. (It is difficult for those being bullied to defend themselves)

Bullying can take many forms but the main types are:

- physical- hitting, kicking, taking belongings
- verbal- name calling, insulting, racist remarks
- indirect- spreading nasty stories about someone, excluding someone from social groups.
- On-line bullying via phones, social media and websites.

Our Aims.

- To ensure that all feel safe and free from bullying and intimidation.
- To build an ethos where learners feel safe, free from threat and intimidation.
- To promote good relationships where all are treated well and where learners care for each other.
- To act promptly and effectively at the first sign of bullying.
- To encourage learners and parents to report any attempted bullying.
- To protect and reassure any victims of bullying.
- To have effective sanctions to deter bullying and to have successful strategies to reform bullies. To produce a consistent school response to any bullying incidents that may occur.

- 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.
- To follow our Mission Statement and school Behaviour Policy to ensure that everyone is treated equally and can learn in a safe and happy environment.
- To make this a happy school that is free from bullying.

STRATEGIES

- We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
- All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
- Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
- Serious allegations of bullying will be investigated and followed up.
- Any victim of bullying will be well-protected immediately and in the future.
- Serious allegations of bullying will be reported to the headteacher.
- PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
- There will be a specific curriculum focus on aspects of bullying in all classes annually, to develop children's understanding of what bullying is and what to do if they observe or are subject to bullying.
- We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
- Learners and their parents will be made aware of this policy.
- The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

Appendix 1

Parents Guide

What is Bullying?

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Role of Parents.

- Parents have a responsibility to help their child understand what constitutes bullying and that it is not falling out with friends. Children must understand they will not always like everyone, and others may not like them.
- Parents who are concerned that their child is being bullied or that their child is the perpetrator of bullying should contact the class teacher immediately.
- Parents have the responsibility to support the school's anti bullying policy and to encourage their child to be a positive member of the school.

Role of the Pupil

The role of the pupil is slightly difficult to clarify, as he/she may well be afraid to come forward, however we shall attempt to advise the pupils following these guidelines.

- To tell an adult who they feel comfortable with not always a class teacher it could be a support staff member, learning mentor.
- To feel confident that the issue will be dealt with and that staff will ensure it does not happen again.
- To inform an adult if they are aware that a friend is being bullied or bullying someone else and they can do so in confidence.

➤ To provide support to friends/classmates that finds them in either position

Role of the Class teacher.

- Teachers should take all forms of bullying seriously and intervene to prevent incidents happening.
- To keep records referring to own class of all incidents that have taken place noting the incident, who was involved and the action taken. To report any incident they are aware of to respective class teachers and again this should be logged.
- If the teachers witness any form of bullying the victim and the perpetrator should be given support and the Head teacher informed immediately.
- To support all children in their class and to establish a climate of trust and respect for all. Through praising, rewarding and celebrating the success of all the children, we aim to prevent bullying.

What should I do if my child is being bullied?

If you have any concerns about your child you should speak to their class teacher.

What happens next?

1. The matter will be investigated by the class teacher and the Head/Deputy will be informed.
2. Parent/ carer will be advised if it is judged to be a genuine incident of bullying.
3. Any other children involved will be spoken to by the Head/Deputy and their Parents/Carers will also be informed. Any sanctions against the child/children who have bullied shall be given at this point.
4. The victim will be offered support in school. The child/children who have bullied another child will also be offered support.
5. Follow ups shall take place to monitor whether further incidents have happened. These will be 2 weeks later and again during the following half term.

Please note that if your child is being bullied outside school do let us know. The school Behaviour Policy applies beyond the school gates. If it involves a child from another school we can contact their Head teacher.

Please note that we take all forms of bullying seriously, including on-line bullying. Please inform us if you believe your child is being exposed to bullying on-line.

Appendix 2

How do we as a school promote our Anti- Bullying Policy?

Collective Worship

Each class teacher delivers daily collective Worship throughout the school. Through this, a reminder of how we follow the teachings of Jesus is reinforced. By doing so we promote sharing with one another, caring for each other and valuing/ showing respect for others, something, which we seek all our children to do.

Assemblies

Special Assemblies are arranged throughout the year to target an anti-bullying message. These will be planned and follow up work provided for each year group to be completed in class time. The follow up may be completed through discussion or written work depending on age of children.

Circle Time

Circle time is very valuable in promoting standards of behaviour and an anti-bullying message. Class teachers may use this to deal with issues or to teach children how to manage difficult situations. will complete this. Anti bullying can be focused on during a specific circle time or as part of "What would we do if this happened to you or a friend?".

Curriculum

The SEAL programme is completed throughout the school and deals with the anti bullying message very clearly in each year group. A specific focus on bullying takes place at least annually in all year groups. This may include using external providers.

Early Years.

In Early Years, the development of social skills constantly supports an anti bullying policy by promoting awareness of sharing with other children, caring for each other and acceptable standards of behaviour are rigorously adhered to. All children on a regular basis throughout the day are reminded of this as part of their daily routine.

Key Stage 1

Key Stage 1 promote anti bullying through daily routines as with Early Years.

Key Stage 2 Key stage 2 children are reminded of acceptable standards of behaviour; what will and will not be accepted within the school community. Through PSHE, Religion, Daily collective Worship the anti bullying theme is visited and revisited again throughout Key Stage 2.

School Council

Members of the School Council work hard to ensure that the Anti Bullying message is clear to all children regardless of age. Through the School Council we have Anti Bullying campaigns and we ensure that all children are aware of National competitions/events to raise awareness.

Peer Listeners

This is an initiative set up in school to aid children who may feel vulnerable, unhappy and allows other children to support them/ listen to their worries. Peer listeners are fully trained by Local Authority staff and have regular feedback sessions with designated school staff. Peer listeners are trained to listen and record and problems reported. They know they must also to REPORT TO AN ADULT any bullying issues swiftly.

Buddies

Reception pupils are paired with a Year 6 'Buddy' who gets to know them and 'looks after' them and plays with them. Buddies know that if they are concerned about their buddy they must report this to an adult.

Appendix 3

Neglect and Anti-Bullying

School Policy Appendix – April 2021

Introduction

For all children, learning about relationships and making friends is a key part of their development. Conflict resolution, problem solving and maintaining friendships is all part of this journey. However, unfortunately for some children, they find themselves being the victim of bullying, whether this is face to face or online.

Bullying is a complex yet real issue. As with any displayed behaviour, it is important we understand what the child or young person is trying to communicate to us. Bullying is always unacceptable, and should never be tolerated, however by addressing underlying causes, we stand a better chance of making sustainable changes and ensuring our children have happy and healthy relationships.

Context and Rationale

This appendix has been created for schools following key learning from St Helens Safeguarding Children Partnership. Neglect is a prevalent issue across St Helens and remains a key priority area for the Partnership.

Neglect can have devastating consequences on a child's life, including on their relationships. If a child has not been nurtured or had the love and care that all children deserve, they can find themselves at risk of being bullied, or displaying bullying behaviours themselves.

Victims

Neglect may increase the risk of a child becoming a victim of bullying. This could be because:

- The child looks unkempt (i.e. unclean including unclean odour, poor dental hygiene, inappropriate clothing).
- A neglected child may (but not always) come from a low-income family and therefore may not be able to keep up with social pressures of having certain clothing/items.
- The young person may not have been shown love, care or warmth. This may mean that they were not shown the appropriate way to interact with other people, making it harder for them to do so in day to day life.
- A child who is neglected may have low self-esteem or anxiety which may make them vulnerable to being bullied.
- A child who is severely neglected, may develop additional learning or physical need, as the brain has not developed properly. Children with special educational needs and disabilities can be at an increased risk of being bullied.
- A child who is tired or hungry may behave differently, as their basic needs have not been met and this will affect how they can function.

Children Who Display Bullying Behaviours

Neglect may also increase the risk of a child displaying bullying behaviours to their peers. This could be because:

- A child who is severely neglected, may develop additional learning or physical need, as the brain has not developed properly. This could include social, emotional and communication difficulties which may impact on friendships.
- A child who has experienced neglect may lack the social skills to make friends. They may also have witnessed domestic abuse which can also distort their view on what a healthy relationship looks like.
- In addition, the consequential feeling of loneliness may cause them to present themselves as a more dominant force to other children.
- A child who has been neglected can feel anxious and out of control; they may therefore exert power over others to bring back the feeling of control.
- For any child who experiences abuse, including neglect, they may find themselves in 'survival mode'. The trauma they experience may place them in a state of heightened awareness (fight or flight) that can cause them to display instinctive irrational reactions, rather than the regulated response we often guide our children to make.

Opposing Views

There may be situations where there are opposing views as to whether a child is a victim or the one displaying the bullying behaviours. In these situations, it is important to not lose sight of the potential root causes of the behaviour. All incidents should be investigated thoroughly, and an impartial, evidence-based conclusion decided. However, it may be that following the outcome of the investigation, both the victim and the child displaying the bullying behaviour will need support.

