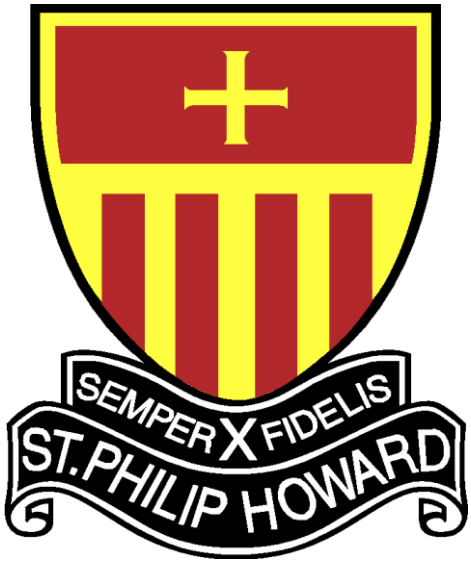
Anti Bullying Policy

St Philip Howard Catholic School



St Philip Howard Catholic Primary School

ANTI-BULLYING POLICY

This policy should be looked at in conjunction with our Safeguarding Policy

A definition of bullying:

Bullying is the use of aggression over a period of time, 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 email & Internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera &video facilities

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

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

At St Philip Howard Catholic Primary School we believe in addressing bullying 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.

Aims and Objectives

- 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.
- 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.

It is important to note that it is not the purpose of this policy to prescribe sanctions; these are detailed in the Behaviour Policy.

The school has active School Council representatives from each class who discuss issues related to bullying, through their discussion of positive play times and promotion of playtime games. Where appropriate a buddy system is introduced for individual children, whereby playtime buddies help their peers to solve problems that occur both in and out of the classroom. These are a child's first contact point, if they feel they cannot tell an adult.

Playground games and activities are available for children during the lunchtime break, supervised by the dinner ladies. These activities are designed to promote a healthy lifestyle, encouraging teamwork and participation, skills that discourage the concept of bullying.

A selection of posters and books as a basis for assemblies on the theme of anti-bullying is available to staff for whole school assemblies or class collective worship times. PSHE & Citizenship lessons are often based on the themes of bullying and anti-social behaviour, providing a problem-solving approach and exploring how bullying can be prevented and combated.

Special Educational Needs or Disabilities

Some pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as others. Staff are particularly aware of these pupils and where appropriate a named adult or buddy is appointed to monitor play times or classroom activities.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

Teacher's Role

- Teachers at St Philip Howard take all forms of bullying seriously and intervene to prevent incidents from taking place.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

- If teachers witness or become aware of an act of bullying, a clear account of the incident will be recorded and given to the head teacher. This account will be added to CPOMs.

- The head teacher will interview all concerned and will record the incident

- If the knowledge of the incident arises through a third party, (fellow pupil, parent or other adult) similar procedures will be undertaken.
- If the matter is serious or repeated then the Head Teacher will contact parents and in extreme cases, outside agencies.
- 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 Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
- 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 Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The Head Teacher ensures that all staff attend sufficient training as appropriate, to be equipped to deal with all incidents of bullying.
- 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.

Lunch-time Supervision

- If an incident occurs at lunchtime then the mid-day supervisor will refer this to the relevant class teacher.
- If any lunchtime staff witness a pattern of what they believe to be bullying then they will refer this to the relevant class teacher or teacher in charge i.e. a member of the Leadership Team. On further investigation, they may then report the incident to the Headteacher.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Exclusion from certain areas of school premises.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Permanent exclusion.

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.

Planning, Monitoring and Evaluation

It is the responsibility of our Governing Body to agree and then monitor the school Anti-bullying policy. The Admissions and Pastoral Care committee of the governing body does this together with the Headteacher. The Headteacher will report to the Governors on issues relating to this policy as appropriate.