



## **Anti Bullying Policy**

*The Lord bless you and keep you, the Lord make His face shine upon you and be gracious to you; the Lord turn His face toward you and give you peace'.*

*Numbers 6:24-26*

### **Philosophy**

Our Behaviour Policy is based on positive discipline and it is the duty of every adult in the school community to model, promote and reward good behaviour in a pro-active way. We believe this to be the most effective way to pre-empt all forms of anti-social behaviour. However, we are alert to the fact that there are occasions when a child or group of children may feel threatened because of the behaviour of others. If this behaviour is deliberate, persistent and results in pain and/or distress it is termed bullying.

At St Mary's we do not tolerate bullying in any shape or form. We believe that all members of our school community have the right to feel safe, cared for and valued and individuals are encouraged to develop and show respect for one another, irrespective of gender, ability, ethnic background or disability. Once detected, any bullying will be dealt with quickly and firmly and every effort will be made to stop it from re-occurring.

The school recognises that the behaviour of a child is distinct from the child his/herself. We will never condone acts of bullying but will always try to respond in a Christian way to those involved with bullying.

At St Mary's we are determined to ensure that all necessary steps are taken to protect children and young people from harm.

### **Aims:**

At St Mary's we aim to

- prevent bullying from happening through pro-active means
- create a climate where it is accepted that bullying must be reported immediately if it is to be dealt with effectively.
- encourage everyone – pupils, parents, teachers, staff and governors- to share the responsibility for stopping and preventing bullying as promptly as possible.
- listen to and support the victims of bullying.
- encourage and support those who bully to change their behaviour and attitude towards others.
- make it clear that bullying will not be tolerated and apply appropriate sanctions as outlined in the Behaviour Policy.

### **Definition:**

All children break up with their friends sometimes and have arguments. Usually they are forgotten very quickly. It is important that we distinguish between bossiness, minor upsets in friendships, high spirits and real bullying. Bullying is behaviour that is deliberately intended to hurt, threaten or frighten. It can occasionally manifest itself in a single one off incident, but it is more likely to be repeated over a period of time.

St Mary's recognises the following behaviours as bullying:

- Physical abuse e.g. hitting, pinching, poking or any behaviour that is threatening or intimidating
- Verbal and non verbal abuse e.g. name calling, hurtful comments, nasty gestures or looks
- Indirect abuse e.g. deliberately excluding an individual



- Cyber bullying e.g. sending unwelcome messages via email or mobile phone text

## **Strategies**

### **Children**

Children who are victims of bullying are encouraged through regular discussions on behaviour and 'Circle Time' activities to:

- tell an adult what is going on.
- tell a friend what is going on.
- avoid confronting the bully/bullies.
- keep a log of incidents.

### **Adults**

The serious consequences of bullying such as loss of confidence, diminished self esteem, nervousness and lack of concentration are often observable. All adults are encouraged to look out for a child who has any change in behaviour and inform the class teacher.

Teachers are initially responsible for the discipline of the children in their class and will investigate any reported instances of bullying. If a situation is considered to be serious the Headteacher will be asked to deal with the incident.

In dealing with incidents adults must:

- accept the possibility of bullying in the school.
- listen carefully to children if they make a report.
- investigate reported incidents.

## **Actions**

Because of the severe negative effects bullying can have on both victims and aggressors in adult life, the school resolves to deal firmly and fairly with any incident judged to be bullying.

Everyone involved in a bullying incident is listened to. Witnesses who are neither bully nor victim are also encouraged to state the facts without prejudice in order for us to be as fully informed as possible.

**Resolutions** may involve:

- discussing the incident in a small group or one to one
- discussing the incident with the whole class
- confronting the aggressor with the victim in a safe environment
- informing parents about the incident
- contacting outside agencies such as CYPS

**Support** is provided for the victim in giving him/her an opportunity to talk about his/ her fears and worries. This may be to the class teacher, a teaching assistant or midday supervisor - or whomever the child feels comfortable talking to.

Witnesses who are neither bully nor victim are also encouraged to state the facts without prejudice in order for us to be as fully informed as possible.

We believe that bullies also need help and they need to be able to talk about why they behaved as they did, and to be encouraged to empathise with the victim. They may need to explore strategies for controlling their actions by helping them to think through their behaviour. We acknowledge that bullies may sometimes also be victims and want talk things through with the class teacher or other adult.

## **Resolutions**

In order to minimise incidents of bullying in this school the following actions are in place:

- the Christian qualities of tolerance, patience, forgiveness and compassion are emphasized on a daily basis in RE and prayers.
- each class discusses, formulates and monitors rules of conduct for their classroom and behaviour around the school.
- each class teacher plans for PSHE activities such as 'Circle Time' on a regular basis.
- all members of staff reinforce positive behaviour strategies.



- the lunchtime supervisors are trained in playground games and ‘Huff and Puff’ playtime equipment is available at lunchtimes.
- the School Council has introduced a ‘Playtime Buddy System’ and has designed a set of posters for ‘Happy Playtime Rules’ which are clearly visible around the school.

This Policy is monitored by the Head and Staff through discussion, School Council, pupil and parent surveys and will be reviewed annually.

This policy was last reviewed April 2013:

Head teacher

Governing Body

*This policy has been informed by the school’s Mission Statement, Behaviour Policy, Equal Opportunities Policy and Race Discrimination Policy.*



**Head Teacher: Mrs Kirstie Yuen**

**Chair of Governors: Mrs Rachel Rowe**