



Be Joyful, Learn & Keep the Faith

Pupil Discipline Anti Bullying Policy

Date endorsed by Governing Body: _____

Date to be reviewed: _____

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

St Therese's Primary School is proud of its history and its strong links with the vibrant community to which we belong. We welcome and celebrate every child, helping all children to develop their character and full academic potential. We promote high aspirations and a love of learning through a rich and varied curriculum.

Our children are:

- Confident and happy;
- Respectful;
- Friendly, kind and helpful;
- Honest and trustworthy;
- Compassionate
- Creative
- Ambitious
- Independent
- Inclusive
- Resilient

Definition

Bullying is the use of aggression with the intention of hurting another person. It may be repeated low-level incidents, or one-off extreme incidents involving one or more aggressor. Bullying results in pain and distress to the victim.

Bullying can take many forms

Bullying can take many forms, but there are three many types:

- **Physical** ~ hitting, kicking, taking belongings, sexual harassment or aggression.
- **Verbal** ~ Name calling, insulting, making offensive remarks.
- **Indirect** ~ spreading nasty stories about someone, exclusion form social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.

Bullying by text messages on mobile phones

This is an increasing problem and is difficult to trace, requiring schools to be particularly vigilant. Children should be careful who they give their phone number to, and keep a record of the date and time of any offensive message. Teachers need to encourage victims to save messages they are concerned about and let a member of staff see them. When pupils report bullying text messages the school needs to take the complaint seriously; the child's family might also

need to contact the police. If such bullying has been carried out by one or more pupils on a persistent basis, or there has been a threat of violence, it will need to be dealt with firmly. The same applies to malicious e-mails sent by other pupils.

Types of bullying

Bullying can be related to:

- Race, religion or culture. This may include bullying of travellers or cultural bullying of particular groups;
- Additional Learning Needs and disabilities;
- Appearance. This may include physical characteristics such as size and weight; body image issues; obvious signs of affluence, or lack of it;
- Health conditions or disability. This may include visible signs of a condition, e.g. eczema or use of equipment to aid disabled pupils.
- Sexual orientation;
- Gender. This may include sexist bullying or sexual bullying;
- Home circumstances. Young carers or looked-after children, or children affected by domestic violence, criminal activity, bereavement, being part of a refugee family, or siblings being bullied by association.

At St Therese's Primary, governors, staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

It is the basic entitlement of all children to receive an education free from humiliation, oppression and abuse.

Prevention

Bullying should be dealt with as a whole school issue. Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

In order to identify or prevent any incidents of bullying and the identities of bullies, at St Therese's Primary we have agreed to carry out the following strategies as and when necessary:

- Anti-Bullying Weeks;
- Health & Wellbeing;
- Circle Time;

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- Drama teaching;
- Assemblies;
- Ensuring children have organised activities at lunchtimes, break times, etc.;
- School Prefects are there as a child's first contact point, if they feel they cannot tell an adult. These children are mainly in Y6;
- We ensure that children can identify an adult they are able to talk to with concerns;
- E-safety training;
- Take every opportunity to teach positive behaviour as part of our Health & Wellbeing AOLE programme including using circle time;
- All staff watch for early signs of distress in pupils, we also ask parents to be aware of possible signs;
- All adults - Listen, believe, act;
- All staff monitor pupil's wellbeing via the app 'moodly'
- The Child Line telephone number is displayed clearly in school.

Parents can be kept informed through:

Newsletters;

Anti-bullying Weeks;

The school prospectus;

The school website

The school Instagram page;

Parental guidelines for parents wishing to complain about bullying.

Talking to teachers about bullying:

- Try to stay calm;
- Be as specific as possible about what your child says has happened;
- Make a note of what action the school intends to take;
- Ask if there is anything you can do to help your child at school;
- Stay in touch with the school.

If your concerns are not being addressed:

- Check the school anti-bullying policy to see if agreed procedures are being followed;
- Discuss your concerns with a parent governor;
- Make an appointment to meet the Headteacher;
- If this does not help, write to the Chair of Governors explaining your concerns.

Ways of pupils being able to report bullying:

- Inform class teacher, pupils are encouraged to talk to their class teacher;
- Inform friend/ prefect who can tell the class teacher on the pupils' behalf;
- Teacher to check 'moodly' app
- Inform the deputy Headteacher;
- Inform the Headteacher;
- Parents are welcome to contact senior staff/family engagement officer (Teresa Seymour) to express concerns over bullying.

If all efforts fail to help pupils to stop bullying fail, St Therese's Primary will seek to use a graduated approach to sanctions that will be fairly and consistently applied.

- Logical consequences. Pupils need to be made aware that their behaviour is related to an outcome, and has consequences for themselves and others;
- Chill-out time. Removing the pupil from the group, not so much as a punishment, but rather as a time when he or she can think about their behaviour and often a solution;
- Denial of privileges, with the opportunity to redeem one's self;
- Individual Pastoral Support Plan (PSP);
- Parental involvement;
- Counselling;
- Removal of class to a different class
- Removal of bullying away from the victim (e.g. into another class).

If all steps fail it may be necessary to exclude a pupil for a fixed period or, particularly where serious violence is involved, the Headteacher has the option of permanently excluding the pupil. This should not, however, be a standard course of action and each case considered separately.

Procedure for dealing with bullying

1. Once the behaviour is identified as bullying the incident should be reported to the Headteacher or a senior member of staff (SLT Deputy Headteacher).
2. The victim and bully should be interviewed separately.
3. The victim's story should be listened to and the pupil reassured that s/he has done the right thing by reporting the situation. Victims of bullying

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often feel powerless and vulnerable. They may end up believing that they deserve to be bullied. Everything should be done to re-establish the victim's self-esteem and self-confidence.

4. The bully should be spoken to and the reasons why s/he has bullied identified. The bully should be helped to recognise his/her unsociable behaviour and given support to access counselling from the School Based Counsellor if necessary to address that behaviour. The bully should be offered relevant therapeutic intervention programmes.
5. On some occasions it may be possible to sit victim and bully down together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably and/or a compromise reached.
6. On other occasions the bully should be told firmly to stop his/her anti-social behaviour immediately and to stay away from the victim.
7. In all instances, the parents of both parties should be contacted and informed of the situation and the action taken. If appropriate, they should be invited into the school to discuss the matter.
8. Follow up meetings/telephone conversations with parents should be arranged to find out whether the solution has been effective or not, and the situation should be monitored.
9. Serious or prolonged bullying could result in one or more of the following sanctions:
 - writing an explanation or apology for the incident;
 - withdrawal of break or lunch time privileges;
 - lunchtime detention;
 - behaviour book;
 - withholding participation in school trips or sports events that are not an essential part of the curriculum;
 - removal from a particular lesson or peer group;
 - temporary removal from the class;
 - interview with the Headteacher or deputy Headteacher;
 - fixed term exclusion;
 - permanent exclusion.
10. A **written record** will be made using 'My Concern' The concern should indicate who was involved, where and when the incident occurred, what

happened, what action was taken, whether the parents were informed and how the incident was followed up.

Why is it important to respond to bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Helpful Organisations:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPES 020 7730 3300 www.kidscape.org.uk

Bullying UK 0808 800 2222

Bullying Online www.bullying.co.uk

Childline - advice and stories from children who have survived bullying

0800 1111

Parentline: parentlineplus.org.uk LoCall 1890 927277

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Our school will respond promptly and effectively to reported incidents of bullying. Each case will be treated on an individual basis depending on circumstances.

Staff Co-ordinator: Mrs R Lewis

Designated Governor: Mrs P Curran/Mrs A Campisi-Jones

Regular review of the policy

Using feedback from staff, pupils, families and governors, this policy will be reviewed on annual basis and shared with the school governing body.