

As a Catholic Community we believe that it is important to help each person develop a loving relationship with Jesus Christ. Reflecting the Gospel values, we wish to uphold the worth and value of each individual.

Prayer and worship are a natural part of our School life and a real expression of the partnership with the wider community, especially the home and the Parish, where the development of the whole child is nurtured.

We wish to educate the whole child through the integration of intellectual, spiritual, moral, emotional, psychological, social and physical development.

Vision Statement

The Government White Paper 2009, *Your child, your schools, our future building a 21st century School System*, includes a pupil guarantee. In relation to bullying it says:

“..every pupil will go to a school where there is good behaviour, strong discipline, order and safety..” and **“..every pupil will go to a school that promotes their health and well-being, where they have the chance to express their views and where they and their families are welcomed and valued.”** We fully endorse this at St Scholastica’s Catholic Primary School.

The Anti-Bullying policy is directly connected with:

- * Positive Behaviour policy
- * School improvement policy
- * Gender Equality Scheme and diversity,
- * Curriculum (PSHE, Citizenship and SEAL)
- * Special Needs and Disability
- * Safeguarding children

Anti Bullying is part of the ***Every Child Matters agenda***, in particular *Emotional Health and Well Being, Enjoy and Achieve*, and *Making a Positive Contribution*.

Schools have a responsibility to respond promptly and effectively to issues of bullying. We have a legal duty to respond according to the following acts of parliament:

- * Equality Bill 2010
- * Children’s Act 1989
- * Human Rights Act

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our children, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. The safety and welfare of pupils, including protecting pupils and staff from extremist views, vocal or active, which are opposed to fundamental British values is taken extremely seriously. All opinions or behaviours which are contrary to these fundamental values and the ethos of the school will be vigorously challenged. In order to create such an environment, we feel that it is important to have a **robust Anti-Bullying Policy** that can be trusted by the children, the parents and the staff. The systems that we use need to be well tested and tried, and fitting to our school.

What Is Bullying?

A definition of bullying developed in consultation with members of the school council, parents and members of staff has been developed. We understand that bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Types of bullying can be:

Physical	pushing, kicking, hitting, punching or any use of violence
Verbal (direct)	name-calling, sarcasm, spreading rumours, teasing
Indirect	rumours, social exclusion
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

Reasons for bullying can be

- * Race, religion or Culture
- * Special Educational Needs or Disability - children with SEND are frequently targeted in schools
- * Sexual - unwanted physical contact or sexually abusive comments
- * Sexist - where children are targeted due to their gender
- * Homophobic/ transphobic - where children are targeted because they may not conform to the dominant gender role that may be widely expected of them.

We recognise bullying is not age or gender bias:

- * child on child
- * adult on child

- ★ child on adult
- ★ adult on adult.
- ★ boy on boy
- ★ girl on girl
- ★ boy on girl
- ★ girl on boy.

School staff can also be bullied, by parents, children or other staff. Workplace bullying is a serious issue and will be fully dealt with. Staff may need the support of their unions.

Reporting and recording bullying

Procedures

If you observe bullying or are being bullied, you must report bullying incidents to staff.

Children can select which member of staff they wish to talk to.

“Worry” boxes may be set up, so that children can ask for help discretely.

Parents and carers may also speak to members of staff about bullying incidents.

In cases of serious bullying, a member of the leadership team will be involved and the incidents will be recorded by staff.

In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

If necessary and appropriate, police will be consulted. Help may also be obtained from members of the Learning Trust working with the school.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

The Leadership Team will monitor the frequency and severity of incidents, and adjust the Anti Bullying policy as seen fit.

Responding to Bullying

1. We are a ‘*TELLING*’ school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. This means that even if the bullying target is too afraid to tell a teacher, all the **bystanders** know that it is their duty to do so and that they will not be accused of telling tales. It is a deterrent because the bully knows that he/she will not get away with it.
2. Staff will respond to bullying in a reasonable, proportionate and consistent way; using stepped consequences in accordance with our behaviour policy (Stay on Green). In serious cases, exclusion will be considered.
3. If appropriate, the bully may be asked to genuinely apologise. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. An attempt will be made to help the bully (bullies) change their behaviour. This may involve other colleagues such as Aspace and the Learning Trust as well as the school Learning Mentor.
5. Care will be taken to monitor the child who has been targeted to ensure that the bullying behaviour is not continuing. It is very important that other children observe that the child who has “told” is kept safe.
6. Extra sources of support will be put in place (such as playground buddies) if deemed necessary.

Strategies to prevent bullying

- ★ Our current policy **Stay on Green** encourages children to make reparation and improve their behaviour. To support this there is an emphasis on **rewarding positive behaviour** and **recording acts of simple kindness**. Children can gain green frog tokens and merits at our award assembly on Friday.
- ★ **Playground**
The playground has been zoned so that a range of activities take place. These include Lego, stilts, football by rota, quiet seating, a stage area, small ball up the wall, hoops and other small equipment.
- ★ **“Worry” boxes** will be set up, so that children can ask for help discretely.
- ★ **SEAL** is embedded throughout the curriculum. It can be seen in all lessons through group tasks, sports, collaborative learning as well as more specifically in Religious Education. It is also evident in the charity work carried out by the children, evidenced in our SMSC audit.
- ★ Pupils are encouraged to express and discuss their ideas, thoughts and feelings, in a safe environment, through a variety of activities and have access to a range of cultural opportunities which promote the fundamental British values of tolerance, respect, understanding and empathy for others. There is access to a range of extra-curricular activities, information and materials from a diversity of sources which not only promotes these values but supports the spiritual, moral, social and cultural well-being and physical and mental health of the pupils.
- ★ We have a yearly Anti Bullying Week in November when children go out to films or theatre groups visit the school. As part of the week we have a celebration Assembly to show case our support for Anti-Bullying.
- ★ Wear Blue for Anti Bullying day.
- ★ Like many schools in Hackney we have children from all over the world. We also have children who have Special Educational Needs, Disabilities or are disadvantaged in some way. We seek to help

children to include one another in our school.

Monitoring and Review

The policy was sent out to parents and the school community as a whole and their views sought. The governors have reviewed the policy and have guided its development. The School Council has also given advice and will continue to advise on the child's point of view, and whether the policy "works".

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill or claims to feel ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Roles and Responsibilities

The SMSC coordinator, Inclusions Manager and the chair of the School Council are responsible for ensuring the production of this document. The SMSC coordinator, Inclusions Manager and headteacher are responsible for ensuring that the policy is carried out.

HELP ORGANISATIONS:

Child line	
Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Child Exploitation & Online Protection Centre	www.ceop.com

Headteacher's signature: _____ Date: _____

Chair of governor's signature: _____ Date: _____

Policy revised: November 2015

To be revised: November 2017