

# **Anti-Bullying Policy**

## **St Monica Primary School**



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**Inspire - Endeavour - Achieve**

<b>Approved by:</b>	SLT	<b>Date:</b> November 2017
<b>Last reviewed on:</b>	November 2017	
<b>Next review due by:</b>	Autumn 2020	
<b>Staff Responsibility:</b>	SLT	
<b>Governing Committee:</b>	N/A	

At St Monica Primary School our aim is to provide a happy and secure learning environment which promotes self-esteem and values all members of the school community. Bullying is an anti-social act which causes suffering and fear to the victim.

We define bullying as deliberately hurtful behaviour, directed at another person or persons, and repeated over a period of time. It is often difficult for those being bullied to defend themselves.

The main types of bullying are: -

- Physical e.g. hitting, kicking, fighting, biting, spitting, pinching, pushing, slapping, punching and/or theft.  
Verbal e.g. name calling, swearing, racist or other derogatory remarks or verbal abuse.
- Indirect e.g. spreading rumours and/or excluding someone from social groups.
- Cyber bullying – using social media to verbally bully, to threaten or to intimidate.

All behaviour described above is totally unacceptable at St Monica Primary School and will not be tolerated. This policy is designed to apply to and protect all members of the school community whether they are children or adults, pupils, parents, members of staff or visitors to the school. The threat of any form of bullying behaviour directed at any member of the school community will also not be tolerated.

### **Policy into Practice**

Curriculum - the school will raise children's awareness of bullying issues during PHSE lessons, assemblies, circle time, story times and at other appropriate opportunities in order to eradicate such behaviour. This also includes E-Safety lessons and assemblies.

If someone else's behaviour upsets them, children will be encouraged firstly to be assertive by saying, 'stop I do not like that' or failing that, to then to tell an adult.

School staff will be alert to the signs of bullying such as pupils showing changes in behaviour e.g. becoming withdrawn, unusually nervous or 'clingy' to adults, lacking concentration, feigning illness or taking unusual absences from school.

Where bullying is suspected or has been reported the school will deal with the incident immediately by taking the following steps: -

- The incident will be investigated by the member of staff to whom it had been reported.
- The result of the investigation will be recorded and discussed with a senior member of staff.
- Written records of investigations will be held on CPOMs (an online secure reporting system use in school).

- Where there is evidence or strong suspicion of bullying the Headteacher will conduct further investigation as necessary.
- Sanctions will be applied against the perpetrator in line with the school Positive Behaviour and Relationships Policy.
- Parents of pupils who have been bullied will be kept informed.

Pupils who have been bullied will be supported by:-

- Being given an opportunity to discuss the experience with a trusted member of staff e.g. ELSA.
- Having their fears taken seriously.
- Being given reassurance both on an immediate and longer term basis.
- Being helped to restore their confidence and self-esteem.

Pupils who have carried out bullying will be helped to improve by:-

- Discussing what happened and referral to the school's ELSA.
- Discovering why the pupil became involved.
- Establishing the wrong doing and why there is a need to change.
- Their parents / carers being informed to support changes to pupils' attitudes.

### **Further Disciplinary Steps**

In addition to the usual sanctions detailed in the school behaviour policy in extreme cases the Headteacher may use the following:-

- Official written warnings.
- Exclusion from certain areas of school premises or at certain times of the day e.g. lunchtime.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.

In case of threats to staff or pupils by parents or other visitors to the school the Headteacher may insist that perpetrators leave the site. Legal steps may also be taken to prevent perpetrators returning.

### **Monitoring, evaluation and review**

Governors will be informed of any incidents of bullying via the termly Headteacher's report to the governing body, and the policy will be reviewed on a three yearly basis.