St Teresa's Catholic Academy

Anti-bullying Policy

Statement of Intent

In accordance with our Vision Statement, *Safe, Happy and Successful, Together with God,* we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

Aims

- Recognising that we are created by God and in the image of God, we aim to instil in children respect for themselves and others
- To ensure that all children feel safe, secure and happy
- To ensure that no child is able to cause physical, mental or emotional harm to any individual

What Is Bullying?

Bullying can be the use of aggression with the intention of hurting another person. Bullying results in pain or distress to the victim.

A bully is a person who repeatedly engages in a course of action to hurt, threaten or frighten someone else, physically or verbally.

Bullying can be carried out by one child or a group of children. It can be directed at one child or at a group.

Controlling friendships can become bullying situations. It is important to recognise when a friend, intentionally or unintentionally, repeatedly exerts control.

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

Why is it Important to Respond to Bullying?

At St Teresa's we recognise that:

- Bullying can be extremely damaging to individuals' self-esteem and impact on their relationships.
- No one should have to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.
- We all have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.
- Pupils and parents should be assured that they will be supported when bullying is reported and that the school takes bullying seriously.
- To address the perceptions of the children who behave inappropriately or unkindly towards others
- To confirm that 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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels 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"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home more hungry than is reasonable (money/lunch has been stolen)
- 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 and 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

Procedures

1. Report bullying incidents to staff
2. In all cases, allegations of bullying and specific incidents of bullying will be recorded by staff
3. In cases which are deemed to be bullying, parents are informed and are asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying are investigated and processes and procedures put in place to ensure the same behaviours cannot continue
6. All necessary steps are taken to enable the bully (bullies) to change their behaviour

Outcomes -In the event of Bullying Taking Place:

1) The bully (bullies) will be asked to write a letter of apology to the victim and may be required to make appropriate reparation. A red letter will be sent to the perpetrator's parents detailing their punishment, which will be decided by the Headteacher.
2) In serious cases, suspension or even exclusion will be considered
3) When appropriate, mediation will take place to facilitate reconciliation between the two children.
4) If necessary, actions may be taken to reduce contact between pupils for a period of time.
5) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- creating role-plays, drama, stories etc.
- having discussions about bullying and why it matters

All staff are on alert for bullying behaviour and/or signs of distress, e.g. isolation, reluctance to attend school, suspicious illness, deterioration in work, asking to stay in at break time.

Equal Opportunities

All pupils are treated as equal and particular care is taken to ensure that any vulnerable children are protected through peer and adult support.

Health and safety

Care is taken to ensure that the site is as visible as possible and that children are not unsupervised at any time.

Related Policies and Curriculum Links

RE
PHSE
Citizenship

St Teresa's Catholic Academy

Guidance for Parents

We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the class teacher.

Bullying is unwanted, aggressive behaviour among school -aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time.

It is important to recognise that very few situations are as simple as they first appear.

If you believe your child is being bullied, please record what your child says, including any specific information such as what was said to them and who else was present.

Email the class teacher to inform them that you need to speak to them about bullying.

If the class teacher has previously addressed the situation and you feel it is continuing, contact the Key Stage Leader by email or through the school office.

At all times, encourage your child to speak to the class teacher

Guidance for Pupils

We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the class teacher.

Your class has a 'Can I tell you' box. This box is for you to put a note to your teacher about anything that is worrying you. It could be about:

- Friends
- Play time
- Work that you don't understand or would like help with
- Good ideas
- Worries about teachers

If you are worried or upset because the same person or people do things or say things, which you don't like, you should tell your class teacher as soon as possible. If another adult is near, and may have heard, you should also tell them.

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Guidance for Staff

We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the class teacher.

1. Take the matter seriously. However the bullying has been communicated, (from parent, pupil or member of staff) you **must** investigate and record all information on a pupil incident form.

2. Listen to both perpetrator and victim. Make full notes about the situation. Ask questions about what made them react as they did.

3. Do not react emotionally. Situations are rarely as simple as they first appear.

4. In the event that bullying has been identified, inform the Key Stage Leader in the first instance who will then inform the Headteacher. Take agreed action, acting as quickly as possible.

5. If the behaviour has happened to other children (apart from the victim), they should know it is being dealt with.

6. Reassure the victim that he/she is correct in speaking to you. Encourage the victim to help him or herself, discussing ways of dealing with the situation. He/she might need encouragement to be more assertive or more skilled socially.

7. Counsel the bully. Help him/her to consider the implications of the behaviour. Make it clear that the behaviour is not acceptable. The bully should be taught to express himself or herself without hurting others. If the bully does not learn to control his /her behaviour, he/she may continue to bully in secondary school or in adult life.

8. Punishment should be carefully considered. Aggressive action gives the bully the message that it is all right to bully if you have the power. Punishment for bullying is decided by the Headteacher, in consultation with the child's parents.

9. The pupil incident form should be copied for:

    - The Headteacher (who signs and files it in the Pupil Incident File
    - The Parent Concern File (a copy in both the perpetrator and victim's records)