

## **16. Anti-bullying Policy**

At St Philomena's School pupils are encouraged to build their own self-esteem and have a high regard for others. This valuing of others will be reflected in the whole school ethos and its regard for the wider community. Pupils must have respect, courtesy and good manners towards each other and adults and pride in themselves and their school. (Ofsted)

### **Definition of Bullying**

**Bullying occurs when a pupil is made unhappy by one or more other pupils. It can take several forms:**

- verbal: name calling, personal comments, racial abuse;
- social: not being spoken to or being left out of activities;
- material: when possessions are stolen or damaged or extortion takes place;
- mental: when pressure to conform is applied as in physical assault;
- religious;
- sexual/ist;
- cultural;
- special educational needs and disability;
- cyber.

**Bullying is not the same thing as a disagreement between two pupils.**

**Bullying is:**

- Systematic and ongoing rather than a one off incident;
- Done by the more powerful to the less rather than between two equals;
- Distressing and hurtful to the victim rather than good-natured fun;
- Always one way rather than an exchange.

### **Types of Bullying**

Staff must be aware of the various types, rates and patterns of bullying and ensure that effective action is taken to counteract all forms of bullying and harassment e.g. cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability and emotional abuse. (KCSIE)

There will be no tolerance of discriminatory and derogatory language – this includes homophobic and racist language, and language that is derogatory about disabled people.

Staff must be continually aware of the views expressed by pupils of their experiences of others' behaviour and attitudes towards them.

Pupils must be encouraged to understand and respond to such risks as those associated with extremism

### **Anti-bullying Code**

- Bullying will not be tolerated in St. Philomena's School. It is not an acceptable part of growing up;
- Every pupil has a right to enjoy all learning, play and social activities free from intimidation;
- Bullying is too important not to report;
- Reports of bullying will be taken seriously and appropriate action will be taken: the DSL will report to an external safeguarding agency where there is a risk of significant harm from pupil on pupil abuse;
- See also Pupil Behaviour Policy.

### **Scope**

The school is legally responsible **only** for incidents of bullying which occur on school premises and is not responsible for bullying which takes place elsewhere (LBS v Sussex). However, the staff at St.Philomena's are concerned about pupils' conduct and welfare outside school, and will use information received appropriately with the best interests of the child in mind.

### **Reporting Bullying**

- Pupils should report bullying to any member of staff;
- If the bullying persists, pupils should report it again;
- Pupils seeing others being bullied should report this to members of staff.

When bullying is reported, action will follow, as soon as practically possible: either on the same day, or the next school day.

### **Responses of Staff**

Everyone in the school should be aware of the indications of potential bullying and should take action. All staff should ensure that bullying or threatening behaviour is not tolerated in school.

All staff should respond in the first instance by:

- Listening to the victim;
- Reassuring the victim;
- Continuing to offer help, advice and support to the victim.

In responding to incidents of bullying all staff should take action when bullying is reported by:

- Taking action as soon as possible;
- Considering whether action should be public or private;
- Making sure that each incident of bullying falling within the school definition will be recorded and a racist, homophobic, disablist or sexist element will be identified;
- Making it clear to the bully that such behaviour is not acceptable;
- Establishing whether or not the incident is part of a pattern;
- Encouraging the bully to see the victim's point of view;
- Explaining why the punishment (if any) is given;
- Sharing information with other members of staff;

- Follow up monitoring using “Monitoring Sheet” whereby the victim is questioned on regular basis by class teacher daily/weekly etc. to act quickly if problems emerge;
- Staff informing parents, if appropriate;
- Working through individual relationships in accordance with the school’s expectations where forgiveness is shown in response to the Gospel teachings.

### **Anti-bullying Strategies**

- A whole school Christian ethos that promotes respect for the individual;
- Adults who are setting an example by practising basic good manners;
- Classroom and playground rules, which negates anti-social behavior;
- The School’s “Pupil Behaviour Policy”, made known to all the children in whole school assemblies;
- Vigilance by all adults and pupils in the school;
- A Discipline Policy that is implemented by all staff;
- Use anti-bullying strategies to minimise hatred and prejudice based bullying. (*Prevent Strategy*)

### **Discipline**

- Within the school, it is made clear that bullying will not be tolerated;
- Sanctions used to take into account the severity of the bullying and the ages of the children involved;
- Bullying behaviour is confronted clearly and pursued beyond the mere application of sanctions;
- The Headteacher reserves the right to exclude any pupil who persists in bullying after intervention.

Opportunities are sought during the school day and, in particular, in RE lessons to promote anti-bullying attitudes. Appropriate stories are used specifically to reinforce this.

Pupils involved in bullying or threatening behaviour, either as victim or bully, are supported, in order to overcome their problems. Intervention acknowledges the distress for bullied children and gives reassurance that they are not to blame. All incidents are treated seriously by listening to and reassuring, the victim. Any counselling takes into account the personality of pupil. Willingness to take action is shown and action is taken when bullying is reported.

### **Support for Staff**

- A copy of the school’s “Pupil Behaviour Policy” together with the current “Anti-bullying Policy” is in the Staff Handbook;
- All new members of staff are made aware of the policies;
- The school’s Headteacher or Deputy Headteacher to be informed of any instance of bullying as soon as it is witnessed or reported.

### **Support for Parents**

All parents are encouraged to view the Anti-bullying Policy on the school’s website.

Incidents of bullying reported by parents are treated in the same way as those reported by pupils.

### **Monitoring**

Every incident of bullying falling within the school definition, will be recorded. A racist, sexist, disablist or homophobic element will be identified.

Senior staff and Governors will evaluate the effectiveness of the policy and agree to any changes which may be necessary to address any ongoing concerns.

**The Headteacher to formally report to the Board of Governors on the monitoring of the Anti-bullying Policy at the first meeting following the end of the school's academic year.**

This policy meets the requirements contained in 'Working Together' and 'Don't Suffer in Silence' to comply with the Human Rights act 1998.

*(September 2015 to be reviewed September 2018)*