

**The Federation of
Our Lady Queen of Martyrs, Esh Winning &
St Joseph's, Ushaw Moor RC Primary Schools**



“Living, loving and learning together, with our eyes focused on Jesus.”

Anti-Bullying Policy

Agreed by the Governing Body on	15 th May 2019
Review Date	Summer 2020
Revised Draft	~
Person Responsible	Head Teacher

‘The best interests of the child must be a top priority in all things that affect them.’
Article 3 of the United Nations Convention on the Rights of the Child

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Rationale

Our Mission at The Federation of Our Lady Queen of Martyrs and St Joseph's RC Primary Schools is to ensure all children reach their full potential in a caring, co-operative atmosphere, guided by Gospel values. In order to do this, we promote respectful relationships amongst all in our school communities and believe positive behaviour is vital in creating a safe and secure learning environment. A key element of this is that bullying is not permitted or tolerated. We believe that all of our children are entitled to be treated with respect and understanding, and to participate fully in school life without experiencing intimidation. Bullying prevents this entitlement from being met and as such causes inequality of opportunities. It is the responsibility of all members of our school community to prevent this from happening.

We understand the importance of listening and resolving conflict through restorative approaches, and aim not only to actively listen to the children and young people in our care, but also to act accordingly on information imparted to us. In this way, we hope to ensure that a safe, secure and positive environment is maintained. This links in with our whole school 'Rights Respecting School' ethos, which focuses on the UN Conventions on the Rights of the Child.

Therefore, The Federation of Our Lady Queen of Martyrs and St Joseph's RC Primary Schools has written this policy to ensure that best practice and procedures are carried out at the school. This policy complies with the legal requirements of the Early Years Foundation Stage statutory framework. This anti-bullying policy applies to pupils, parents and members of staff. This policy interacts with the school policies on Safeguarding, Equality and E-Safety including the Acceptable Use of IT Policy.

Definition:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

DfE – What is bullying? July 2013

Types of bullying may include:

- Physical
- Verbal
- Psychological
- Emotional
- Cyber-bullying
- Prejudice related bullying eg:
 - Racist
 - Homophobic
 - Gender
 - Disability and SEND
 - Young Carer related or looked after children

Our Lady Queen of Martyrs is a 'Telling' School St Joseph's is a 'Telling' School

Pupils can either report bullying incidents through:

- Any member of staff
- Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must keep on letting people know. They are continually reminded to do this.

Parents can report any concerns about bullying

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should personally contact their child's class teacher immediately or via email to the school to voice their concerns.

What we will do with these reports

We aim to build an anti-bullying climate in school, therefore increasing understanding for the victims of bullying. All incident records are reported on the electronic CPOMS safeguarding system by key members of staff aware of the events and designated safeguarding leads are alerted to these incidents. CPOMS can only be accessed with permission from the Head Teacher. It is expected that only the child's parents, key members of staff or any external agencies involved in work with the children as a result of the incident will be able to access this information.

These are monitored closely by the Head Teacher to identify potential patterns in children being bullied/bullying, timings of the school day, particular days in which it occurs.

This record of events also enables staff to monitor whether an intervention has been successful.

How staff will investigate, support and record

When an incidence occurs within our schools, we seek information from both individuals/groups of children, both parties are listened to carefully. This information is recorded on CPOMS. Once the full series of events have been collated and recorded and the pupils agree to the records, then the parents are often invited into school to discuss the series of events that have occurred. The parents will meet with the key member of staff who has been dealing with the issue. This may be the class teacher, the Head Teacher or both, depending upon the severity of the incident. Parents are expected to support the school in the decisions taken in order to ensure that there is a positive outcome for everyone. Their opinions are also recorded and taken into consideration.

Support for both groups of children will be provided. This may take the form of a group programme such as the 'Getting Along Programme' or an individual intervention. Sanctions for the bully will be imposed which may range from missing playtimes or report cards to a permanent exclusion for serious cases.

What if bullying is persistent? What will you do to help change behaviour? How are parents to be involved?

If a child is being bullied over a period of time, then, after consultation with the Head Teacher, the child's parents are informed. Parents are encouraged to report any problems at home to the class teacher or Head Teacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

If bullying continues after sanctions have been imposed and the child has not responded to an intervention programme then parents will be invited in again to discuss a way forward which all parties agree will have an impact. Support may be sought at this point from external agencies such as the Emotional Wellbeing Team or Behaviour Intervention Team.

As a school we strive to encourage the bully to see the impact of their behaviour upon another child and visualise how it might feel if it was themselves. We use 'restorative approaches' in school to resolve conflict and restorative conversations will be encouraged between the children involved if this is deemed appropriate. These conversations allow the parties involved to express what has happened and how they are feeling and encourage the children to come up with strategies which will help them to move forward and ensure that the victim feels there is resolution.

Further monitoring

Any child who has been bullied or has bullied another child will be closely monitored by all members of staff, including class teacher, lunch time supervisors and teachers on duty. The Head Teacher will be fully informed about all developments.

Teachers will continue to work with pupils through PSHCE lessons using SEAL, BIG and CEOP resources. CPOMS will be carefully monitored to check for reoccurrences or patterns in behaviour or events.

The role of governors

The Governing Body supports the Head Teacher in all attempts to prevent bullying from our school. The Governing Body will not tolerate any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the Governing Body notifies the Head Teacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Body.

The role of the Head Teacher

The Head Teacher strives to promote positive behaviour at all opportunities through good teacher/pupil relationships and the use of verbal praise, house points and stickers.

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our schools. The Head Teacher draws the attention of children to this fact at suitable moments throughout the year. For example, if an incident occurs, the Head Teacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong.

The Head Teacher is also responsible for monitoring the CPOMs incident Log to check for any patterns in events, pupils, situations, locations that may occur. They will respond to any patterns that may occur by making appropriate adaptations and alterations.

The role of the teacher and support staff

All staff in school pride themselves on building good professional relationships with all children. Pupils are rewarded for good behaviour through a variety of ways. Additionally in our school we take all forms of bullying seriously, and seek to prevent it from taking place. This behaviour is not accepted or tolerated. When any bullying takes place between members of a class, the teacher will deal with the issue immediately. The series of events will be recorded on CPOMs. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. Time is spent using restorative approaches and talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future. The Head Teacher will be informed and it is likely that he/she will wish to speak to both parties. The children's parents are then invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies.

Parents are always encouraged to report any problems at home to the class teacher or Head Teacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

Teachers may use circle time/PSHE to address the issues that have arisen. Teachers also address bullying issues as part of their PSHE/SEAL curriculum and as part of the National AntiBullying Week (sometimes labelled Friendship Week), every November including. The PSHE coordinator also has the responsibility for promoting anti -bullying strategies in school.

Member of staff also teach pupils how to stay safe online, these messages are repeated on a termly basis and throughout the year during IT lessons, or IT use.

Teachers consult with the Head Teacher and incidents can be logged by the Head Teacher or teacher on CPOMs. It will only be viewed by the class teacher involved, parents of the children involved and at the request of certain outside professionals if necessary. If training needs are identified these can be addressed through professional development or a change in policy.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure, available in school on request, or on the school website.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. This is endorsed through home school agreements.

Parents should:

- expect school to take bullying seriously
- support school in its policy against bullying by discussing it with their child
- encourage their child to follow school anti-bullying code
- inform school if their child is experiencing bullying
- support school in its actions against those who bully
- always contact school if they have a concern about bullying

The role of pupils

Pupils can either report bullying incidents through any member of staff. Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must keep on letting people know. They are continually reminded that, 'We are a telling school'.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire. These are used to reflect on the strategies in school for helping to prevent bullying.

Our School Statement to Live By 'Living, loving and learning together, with our eyes focused on Jesus', the Rights Respecting School Council and school staff also reinforces these key messages:

- pupils must show respect to all members of the school community and avoid words or actions which could hurt others
- they must report any incident of bullying they become aware of, or experience
- pupils should take every opportunity to show that they are against bullying; not follow along with others or ignore bullying behaviour
- all pupils will support school projects against bullying
- they will offer support to anyone else they see being bullied

Prevention of bullying

Anti-bullying is embedded into the curriculum through the use of Social, Emotional Aspects of Learning which is used during PSHE lessons. Prevention of bullying is evident in all parts of school in because the children

know and understand to tell an adult if anything is bothering them. The children understand that any allegations of bullying will be taken seriously and dealt with by the Head Teacher or Deputy Head Teacher. All children are supported with any minor friendship problems by staff. The children are reminded about school procedures relating to bullying through, class discussions, assemblies, training and Anti Bullying Week are used to remind the children that there is a zero tolerance to any form of bullying. In addition children are taught how they might respond to and deal with bullying type behaviour.

As a school we have a positive approach to behaviour management. We model and reward desired behaviours through the use of house points, praise and certificates.

E-safety

All children are reminded about how to use all aspects of IT on a daily basis; however key messages are also shared with children on Safer Internet Day every February and during Anti Bullying Week in November.

Equality

All children are encouraged to celebrate diversity. Every year the children spend a week studying at Judaism during November and a week looking at Islam or Sikhism in March. During these weeks the children learn about these world faiths in detail and why others believe what they do.

The children are also taught about the special needs of others within school. This might be when a child joins school or when a special educational need develops.

During PSHE, and at other times where appropriate, children are taught about the 9 protected characteristics under the equality act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex).

Staff training

All staff and governors receive Safeguarding training every three years. This enables them to support any child who may reveal any issues during the investigation of any bullying incidents.

The Head Teacher will monitor incident records to spot trends or patterns of behaviour and to take action to challenge prejudice.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy. The policy may need to be adapted due to events occurring in the school.

This Anti-Bullying Policy is the Governors' responsibility, and they review its effectiveness annually. Bullying incidents are reported to the Governors.

Parents will be made aware of any reviews on the school website.

This policy will be reviewed annually, or earlier if necessary.