

Anti-Bullying Policy

Statement of Intent

At Sacred Heart Catholic Voluntary Academy

“We believe that God’s spirit is at work in everyone in our community. We will provide an environment of joy, hope and reflection in which the skills to fulfil God’s desires for us, as unique individuals, are cultivated.”

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 the staff. In the spirit of these statements and together with our Behaviour Policy which is in keeping with the Christian ethos of Sacred Heart, bullying of any kind – even if there was no intention to hurt – is unacceptable. We enable children and adults to come forward as we promote **Start Telling Other People S.T.O.P.** Parents should be reassured that through the school's Policy, we will respond positively and effectively to any form or degree of bullying.

Equality and Diversity Statement

As a matter of course, Sacred Heart Catholic Voluntary Academy staff are reminded about the compliance and importance of the Equality Act 2010 and the recent government guidance ‘Written with Reference to Preventing and Tackling Bullying, DFE, March 2014’ and ensure that all work undertaken complies and promotes equality of access and participation for all.

Our school takes a proactive and transparent approach to eliminate discrimination, advancing equality of opportunity and fostering good relations.

We are all mutually responsible for the well-being of each other and ultimately it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Bullying can cause a great deal of unhappiness; the only efficient way to deal with bullying is to bring it out in the open.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. We know if we are bullying by following the **S.T.O.P** (Several Times On Purpose) guidelines.

Types Of Bullying:

Physical Pushing, kicking, hitting, punching or any use of violence.

Verbal Threatening, name-calling, sarcasm, spreading rumours, teasing.

Emotional Ignoring or excluding from groups, tormenting (i.e. hiding books, Threatening gestures), being unfriendly.

Racist Racial taunts, graffiti, gestures.

Sexist remarks, offensive stereotyping or belittling of a person’s sex.

Sexual Unwanted physical contact or abusive comments.

Disability Physical, verbal, emotional abuse of a person because of their Disability.

Cyber bullying all areas of the internet such as email and internet chat room misuse, mobile threats by text messaging and phone call, misuse of associated Technology i.e. camera and video facilities.

Homophobic Offensive remarks made to and about individuals' sexual orientation.
Faith or Religion Offensive remarks made to or about an individual's faith or religion.

- Other forms of bullying include deliberate damage to the victim's property or taking that property without permission e.g. money, snacks, pencils etc.
- All staff should also be aware of the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place this should be reported immediately to the Headteacher.
- If the Headteacher is suspected of bullying, the matter should be reported to the Chair of Governors.

Bullying is not

It is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with the situations and develop social skills to repair relationships.

Bullying Outside School Premises

Where bullying outside school is reported to school staff, it should be investigated and acted on in a way that is reasonable. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

What is cyberbullying?

Research commissioned by the Anti-Bullying Alliance from Goldsmiths College, University of London, identifies the following categories of cyberbullying:

- _ Text message bullying
- _ Picture/video clip bullying
- _ Phone call bullying
- _ Email bullying
- _ bullying through instant messaging e.g. facebook, twitter or other social media sites
- _ bullying via websites

Who is most vulnerable?

Because of the anonymity that new communications technologies offer, anyone with a mobile phone or internet connection can be a target for cyberbullying. What's more, bullies can reach much larger numbers within a peer group than they can with conventional bullying, for example, vindictive comments posted on a website can be seen by a large number, as can video clips sent by mobile phone.

Prevention of Bullying

Raising awareness:

We aim to help children to prevent bullying. As and when appropriate, children may:-

- Be involved in discussion about writing school rules.
- Write and sign class rules at the start of each year.
- Sign a behaviour contract.
- Write stories or poems or draw pictures about bullying.
- Read stories about bullying or have them read to a class or assembly.
- Use role play and 'hot-seating' to help create feelings of empathy.
- Have discussions about bullying and why it should not happen.
- Promote positive relationships
- Develop emotional health through circle times, Liturgies , PSHE and RE lessons

Supervision:

- Identify potential bullying locations e.g. toilets, playground, cage area on playground
- Review playground duties
- Introduction of playground friends /friendship benches
- Establish close liaison between teaching staff, support staff and midday supervisors.
- Ensure good communication by reporting any incidents of bullying to those in charge (Serious incidents should be recorded on Behaviour watch and the class teacher should be copied in).

The school has a range of strategies in place to help children work and behave co-operatively in order to minimise the possibility of bullying taking place.

- The school has formed a group of 'Anti-Bullying Mentors', made up of KS2 children and School Council members, in order for children to take an active, lead role in reducing bullying.
- We advise to children to use the **S.T.O.P** message (Several Times On Purpose and Start Telling Other People)
- We take part in the National Anti-Bullying Week in November each year, involving all children in discussions about acceptable behaviours and ensuring all children know what procedures should be followed.
- An anti-bullying survey has been carried out in both KS1 and KS2 and results analysed and fed back to staff during briefings and meetings.
- 'Statements to Live By' are shared and taught throughout the school. They are changed weekly and children are taught, through assemblies and circle times, how to treat each other appropriately.
- Class teachers will address the importance of friendship in PSHCE particularly with regard to the development of the emotional and social competence of pupils. The process will include how to make friends and how to cope with friendship breakdowns and reinforce the importance of class identity.

- The school has a clear behaviour policy which is regularly reviewed and that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes.
- The school takes a pro-active stance towards challenging behaviour at lunchtime (Happy Lunchtimes) ; we also have a variety lunchtime provision system that involves keeping all children engaged and active at lunchtimes to avoid unwanted behaviour.
- The school works closely with the local police to make sure that any incidents outside school are reported to the school so that children at the school can then be monitored inside school as appropriate.
- Children are encouraged to help perpetrators and victims reflect upon their actions.
- Children are made aware of how to use the internet safely and of the possibilities of cyber bullying. This was especially highlight on World Internet Safety Day. The school has also produced a leaflet for children and parents to warn of dangers on the internet.
- Above all, children are encouraged to **'Start Telling Other People'** if they feel they are being bullied or if someone they know is being bullied.
- Record all alleged incidents of bullying on Behaviourwatch
- Follow up all incidents
- Refer perpetrator / victim to the behaviour mentor, SENCo and implement behaviour support plan
- Peer support through the use of the Anti-Bullying mentors.
- CPD for all members of staff review roles and responsibilities including non-teaching staff

Identifying signs of Bullying

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware that these are possible signs that they should investigate when a child shows any of the following symptoms:-

- Is unwilling to go to school
- Asks to be taken or driven to school
- Is unwilling to go into school or classroom
- Deterioration in school work
- Becomes withdrawn, starts stammering
- Becomes distressed, stops eating
- Erratic attendance
- Has nightmares or wets the bed
- Has unexplained bruises and/or scratches
- Has clothes or books destroyed regularly
- Has possessions go missing
- Cries easily
- Asks for money or begins stealing money (to pay the bully)
- Is frightened to say what is wrong

- Lack of self esteem
- Becomes disruptive or aggressive
- Gives improbable excuses to explain any of the above

What to do if you are being bullied? (Pupils)

DON'T SUFFER IN SILENCE. S.T.O.P – Start Telling Other People

YOUR SILENCE IS THE BULLY'S GREATEST PROTECTION

1. **Tell** someone you can trust – Parent, grandparent, school buddy, teacher, teaching assistant, dinner lady, friend, brother, sister.
2. **Try** not to show the bully you are upset.
3. **Stay** in a group and avoid areas where bullying can take place.
4. **Be** assertive without being aggressive. (Practise this).
5. **If** you are worried about telling someone that you feel you are being bullied, or any other concern you have use your classroom system (either box or post-it board) to let your teacher know, or tell your class representative on the School Council or a school buddy. There is also a worry box outside Mrs James' office for use by children.

Suggestions for pupils who see another pupil being bullied:-

- **DON'T BE A BYSTANDER** – befriend/support the victim
- **TELL** an adult – a parent or a member of the school staff. **DON'T KEEP SILENT**
- **TAKE ACTION** if possible by showing your disapproval
- **DON'T** stand by – this will be seen as support for the bully.

Suggestions for parents whose child is an alleged victim of bullying

- Watch for signs
- Encourage open dialogue with your child
- Share concerns with the school. Talk to the Headteacher or the Deputy Headteacher who have responsibility for dealing with bullying issues. Bullying is NOT a necessary part of growing up
- Don't encourage your child to hit back
- Boost your child's morale. Help him/her to realise that it is the alleged perpetrator who should feel ashamed and that it is the perpetrators responsibility to change their behaviour through the support of their school/family.

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.
-

Supporting the Victim

The school will:

- Reassure the victim that the bullying will stop and that telling does not rebound on the victim.
- Support the victim by listening and by encouraging them to talk about their experience.
- Have 1:1 sessions with the behaviour mentor if needed.
- Regular check ins by the teacher.
- Tell the victim how the bully is feeling.
- Ask the victim to accept the bully's apology where / if appropriate.
- Tell the victim who to turn to should any further problems arise.

CHILDREN ARE TAUGHT THAT THEY MUST ASK FOR HELP.

Supporting the Perpetrator

The school will:

- We are aware that perpetrators of bullying bully for a reason and there could be underlying issues behind their behaviour. Talk to the perpetrator and get the bullying stopped.
- Try to find out why the alleged incidents of bullying are happening.
- We have high and positive expectations for all of our children and believe that all children have the potential to make good choices if they are given the opportunity to do so.
- Help the perpetrator(s) to change his/her behaviour by keeping in contact with them.
- If the perpetrator is observed to be trying to change their behaviour for the better, this will be acknowledged and praised / rewarded
- Follow agreed rewards and sanctions in the behaviour policy

How we measure the effectiveness of this policy

The effectiveness of anti-bullying at Sacred Heart Catholic Voluntary Academy is measured by the analysis of each class' Behaviourwatch records. Any pattern becoming evident in the perpetrators or victims can then be addressed to ensure that there is commitment by everyone to the essence of this policy, that bullying will not be tolerated.

Contacts for further help and advice

- **Anti-Bullying Alliance**

www.anti-bullyingalliance.org

This website provides information, support and advice from an alliance of the leading anti-bullying

organisations and voluntary groups in England.

- **Beyond Bullying**

www.beyondbullying.com

The website of Leicestershire County Council, Educational Psychology Service, Anti-Bullying Strategy Team

- **Childline**

www.childline.org.uk

Free 24hour telephone lines for children and young people: Telephone 0800 1111

- **The Children's Legal Centre**

www.childrenslegalcentre.com

Tel: 01206 872466 (Administration/publications)

Tel: 01206 874807 (Education Law and Advocacy Unit)

Education Law Advice Line: 0845 456 6811

- **Leicester City Council Website**

www.leicester.gov.uk

- **Parentline Plus**

www.parentlineplus.org.uk

www.besomeonetotell.org.uk

Tel: 0808 800 2222

- **Kidscape advice line**

08451 205 204 (10am-4pm weekdays)

- **Abs Kids**

www.abs-kids.co.uk

Website run by a young person in Leicestershire

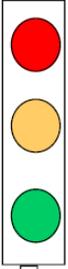
If you are being bullied:

DO

- Use eye contact and tell them to go away.
- Ignore them.
- Walk away.
- Act as though you don't care what they say or do.
- Remember it is NOT your fault and you are NOT alone.

DON'T

- Do what they say.
- Look upset or cry.
- Get angry.
- Hit them.



What should I do if I see someone else being bullied?

- Don't walk away and ignore the bullying.
- Let the bully know what is happening.
- Tell the bully to **S.T.O.P.** if it is safe to do so.
- Don't stay silent or the bullying will keep happening.

Leicester City Aims:

- We will all work together to **S.T.O.P.** bullying.
- We want to make all people feel safe and happy. Bullying can make people feel frightened and unhappy.
- To deal with bullying, we will help everyone:
 - To get on well together
 - Respect and understand each other
 - To believe that everyone has the right



Please contact
Education.Psychology@leicester.gov.uk
for more information.

**Leicester City Council
Anti-Bullying Strategy**



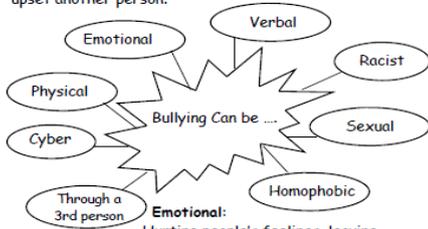
**Child Friendly
Anti-bullying
Advice**



Leicester
City Council

What is bullying?

A bully is someone who hurts someone deliberately, by using behaviour which is meant to hurt, frighten or upset another person.



Emotional: Hurting people's feelings, leaving you out, being bossed about.

Physical: Punching, kicking, spitting, hitting, pushing.

Homophobic: Calling you gay or lesbian.

Through a 3rd person: Sending a friend with horrid messages.

Verbal: Being teased, name calling, hand signs

Racist: Graffiti, calling you racist names.

Sexual: Rude comments, touching you when you don't like it.

Cyber: texts, e-mail.

Leicester Anti-bullying Strategy

Bullying is likely to be...

SEVERAL
TIMES
N
DURPOSE



What you can do to help

You should always treat bullying seriously.

Try to find a way to make it **S.T.O.P.** so that you can feel safe and happy in life.



Who can I tell?



What should I do if I am bullied:

START
TELLING
THER
PEOPLE

