

Anti-Bullying Policy St Mary's R.C. Primary School



Purpose

St Mary's R.C. Primary School is committed to the priorities, aim and vision of the Isle of Man Strategy for Children and Young People 2015-2020. To ensure the 4 outcomes of the strategy for children, it is essential that any issues of bullying are dealt with promptly and effectively. An effective anti-bullying policy is one of the measures needed to ensure this happens. It is the school's duty to ensure that this is in place. **(Education Act 2001)**.

Aims

All Governors, teaching and non-teaching staff should have an understanding of what bullying is, and know what the school policy and guidelines are and follow them. The overall aims of this policy are:

- To ensure that everyone connected with the school understands what is meant by bullying.
- To promote a school ethos where bullying is regarded as unacceptable.
- To ensure a safe and comfortable environment in which everyone is able to work and learn.
- To develop values of responsibility and respect for all.
- To provide a transparent and easily understandable procedure for reporting bullying and dealing with it.
- To provide a system where bullying incidents are reported and dealt with in a consistent manner.

Awareness of our school anti-bullying policy

All pupils and parents should know what the school policy is and what they should do if bullying arises. Copies of this policy will be available to read and are also on the school website.

Our policy is based on the following beliefs and values:

1. The children will know that bullying behaviour is not tolerated and be clear about sanctions for bullying behaviour.
2. The children will have a knowledge and understanding of the effects of bullying behaviour.
3. The children will gain an understanding of the rights to say "no" to bullying and develop appropriate strategies to be assertive.
4. The children will be encouraged to report bullying behaviour.
5. All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place

Other policies that support this are our Personal Social Health and Emotional (PSHE) and Positive Relationships policies and by our principles of Inclusion and Nurture, which are encouraged throughout the school. Other policies that deal with the safety of children also support the principles of anti-bullying, including our Child Protection, E-Safety and Health and Safety Policies.

What is bullying?

Ongoing: the abuse takes place over a period of time and is repeated and sustained and targeted towards a single person or group of people.

On Purpose: it is purposefully targeted towards a single person or group of people.

Unfair: there is an unequal balance of control or power in the situation, there is little or no retaliation from the victim.

It can take many forms, but the main types of bullying are:

- Physical – hitting, kicking, taking or damaging belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusions from social groups, being made the subject of malicious rumours.
- Misuse of technologies – sending texts/photos on mobile phones, sending hurtful messages by email (see E safety policy)

Bullying can be by one person or a group of people to one person or to a group of people. Bullying can include, but is not limited too; ignoring or purposefully excluding others, physical hurting, verbal abuse, emotional abuse, cyber bullying and abuse linked to any of the protected characteristics outlined in the Equality Act 2017.

This use of aggression towards pupils or adults can take place within the school environment and during school activities which take place in the outside environment. Children who act as bystanders need to understand their responsibilities in acting to ensure that bullying is dealt with effectively.

Bullying Behaviours

This definition refers to incidences of bullying type behaviours towards others where the behaviours do not appear to be ongoing, on purpose **and** unfair as defined earlier. (i.e. not all 3 of the definitions are present) A number of isolated incidents between the same children would be treated as bullying behaviours.

Isolated incidents

It is important to distinguish between bullying behaviours and isolated incidents of inappropriate behaviour. Isolated incidents can include the type of behaviours referred to in this policy, however they are not usually part of an ongoing pattern of behaviour.

Incidents at school are investigated thoroughly by staff and dealt with accordingly as per the school's positive relationships policy and anti-bullying policy as appropriate.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of the possible signs and should investigate further if a child displays them. These may include:

- Reluctance to come to school
- Appearing withdrawn or anxious
- Attempting to run away
- Crying a lot
- Having trouble sleeping
- Deterioration in school work
- Coming home with books damaged or clothes torn
- Having possessions go 'missing'
- Becoming aggressive, disruptive or unreasonable
- Not eating
- Bed wetting

Responding to bullying - Procedures

Children are encouraged to TELL an adult in school if they are being bullied.

Part of the PSHE education in school includes explaining and discussing what bullying is and how it is different to falling out with your friends. If any pupil responds in a violent way to another child they will be dealt with following the school's positive relationships policy. This may result in parents being informed or, in serious cases, suspension. Violence is not an acceptable response to perceived bullying.

Appendix I - 'Response to bullying' indicates the procedures for dealing with bullying, bullying behaviours and isolated incidents in school.

- One off incidents are monitored and recorded in an incident book by the Headteacher in order to monitor any patterns in behaviour.
- Cases of serious or persistent bullying are recorded in the school's 'Incident Log' and the Head teacher or Deputy Head teacher is involved.
- In serious or persistent cases parents are informed and any follow up is recorded.
- Sanctions are employed in accordance with the Positive Relationships Policy.
- The victim(s) is offered extra support and, if necessary, counselling.
- Strategies are put in place to help the bully(ies) change their behaviour.
- The bullies are encouraged to understand why their behaviour is unacceptable and given support to change their behaviour.
- There is extensive discussion and consideration of feelings and emotions with both the victim(s) and bully(ies) to encourage empathy and an understanding of impact of behaviours.
- Serious incidents at lunchtime are reported to the Headteacher or Deputy Headteacher and in repeated cases the bully(ies) may be removed from the premises at lunchtime. In accordance with the DESC's suspension policy.
- After an incident has been investigated, the situation will be monitored to ensure that no further bullying takes place.

Strategies to Prevent Bullying

- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc. within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive ethos.
- Pupils are encouraged to TELL anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- Pupils are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires, and through the School Council.
- Opportunities are built in over the school year to reinforce the message that bullying is unacceptable and to make the children aware of the procedures for dealing with it. Positive education on how to build positive relationships and to respect and care for each other is constantly reinforced. This includes yearly recognition of National Anti-bullying week.
- Opportunities for reinforcing the anti bullying messages are taken across areas of learning whenever possible.
- Circle of friends is a strategy that may be used with a group of children to work through friendship difficulties in an indirect and positive way.
- Cyber bullying is addressed through regular E-Safety lessons within class.

Monitoring arrangements & Review

Class teachers will monitor any situations in the class and will communicate with the Headteacher or SLT. Overall, the Headteacher or SLT will monitor the frequency and

severity of incidents and respond appropriately. These findings will be reported to staff and Governors on a regular basis.

The school policy will be regularly reviewed by the whole staff and governors. Parents will be invited to comment on its effectiveness on parental questionnaires. The School Council will also collect feedback from pupils.

Success criteria

There should be an overall reduction of the incidents recorded and records must show that there are no repeat incidents or that, in the event of repeated incidents, that these have been dealt with effectively.

Staff Bullying

Any bullying of staff by parents or other staff is totally unacceptable. It must be reported to their line manager, or the Headteacher or Deputy Headteacher. These incidents will be investigated and any necessary action will follow the IOM Government's Fairness at Work policy or follow Disciplinary procedures as laid down by the DESC.

Bullying of a child by staff must be reported to the Headteacher and will be dealt with in line with the DESC's 'Allegations against staff' procedures.

Inappropriate behaviour by a parent / carer

This will be dealt with under the Policy and Procedures For Dealing With Unacceptable Behaviour by Parents and Visitors on the School Premises.

Equality

At St Mary's R.C. Primary School, in line with the 2017 Equality Act, we aim to:

- Eliminate discrimination.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

This policy must be read in conjunction with:

Suspension Of Pupils -Policy & Procedure DESC

Policy on use of Physical Contact, Control or Force on Pupils DESC

St Mary's R.C. Primary School Positive Relationships Policy

Child Protection and Safeguarding Policy

Staff Induction

Policy Written – D Martin June 2021 - Approved by Governors

Reviewed February: 2023

Review Date Feb 24



Incident reported in school of suspected bullying

Identify the nature and extent of the bullying. Informal Investigation - Member of SLT

BULLYING

BULLYING Behaviours

Isolated Incident

Formal investigation - HT/ DHT

Further informal investigation

Facts gained

Outcome shared with parents asap

Findings may be shared with parents

Stepped Sanctions Followed

Sanctions/support put in place

Sanctions/support put in place

Class teacher inform parents if necessary

Monitor - review meeting in 1 week

Monitor

If bullying continues serious further sanctions put in place (suspension considered).

If a pattern of ongoing, targeted and unfair behaviour is evident, then Bullying actions followed.

Once the incident has been successfully resolved, unless there is a further occurrence of bullying, school will not refer back to it.