



St Charles Catholic Primary School Anti Bullying Policy

This Policy was adopted by The Governing Body of St Charles Catholic Primary School on:

Date: 21.06.23

Signed by:

Elizabeth Z. Pawa.

It will be reviewed on: 3 years: June 2025

Mission Statement

"Let all that you do be done in Love.

Love is made possible with respect." St Charles Borromeo

At St Charles' we pray, love and learn together as one school family, with Christ at our centre. We create and experience joy every day in our home, our school and our parish.

Vision

Children will leave St. Charles':

- With a love for learning.
- With Christ in their hearts.
- With outstanding manners.
- Showing care and respect for all.
- Having achieved their best.
- With a sense of pride and confidence.
- With a deep sense of responsibility.
- With life-long skills to enhance their future.

Values:

Everyone at St. Charles' will be:

- Compassionate
- Aspirational
- Determined
- Enthusiastic
- Humble
- Friendly
- Trustworthy

Definition

At St Charles Catholic Primary School we define bullying as "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group." Bullying can take place in different ways:

Verbal- Name-calling, sarcasm, spreading rumours, persistent teasing.

Indirect – Spreading rumours, excluding someone, sly looks etc.

Cyber / Online – via modern day technology, email, text etc

Physical- Pushing, kicking, hitting, pinching and other forms of violence or threats.

Prejudice related incidents – including racial, homophobic and incidents.

Aims

The aims of this policy are:

To prevent, de-escalate and / or stop any continuation or harmful behaviour.

To react to bullying incidents in a reasonable, proportionate and consistent way.

To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.

To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from experience, involving multi agency support when necessary.

Prevention

At St Charles we actively pursue different preventative strategies. These include:

- Opportunities for school leadership to discuss behaviour issues with an open and honest anti-bullying ethos – i.e. monitoring of critical incidents on CPOMs by SLT; reporting and monitoring of racial and hate incidents by the HT and Governors, and close regular monitoring of behaviour.
- Use of curriculum opportunities include: our whole school plan linking PSHE and citizenship; Whole school assemblies; time-tabled slot for PSHE and circle time activities in each class.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying (e.g. Anti-Bullying Week in November with relevant themes as a whole school curricular focus, inclusion in assembly themes when relevant).
- Implementing CPD for lunchtime supervisors and children alike to develop peer support schemes and playground games.
- Ensuring all staff are available to parents to discuss concerns and deal with these promptly.
- Actively promoting 'positive contributions' both in school and in the wider community by praising children who give something back to their community. This could be charitable work or outstanding acts of kindness.
- Building community cohesion by celebrating different cultures, difference and diversity.
- Establishing safer school partnerships with local police.

- Celebrating positive behaviour through use of House Point tokens, 100 points / reward jars and special mentions incentives.
- Class teachers using their own reward systems in class for positive behaviour including verbal praise and sticker systems.
- Encouraging children to talk to teachers if they feel worried or frightened about anything. It is expected that all staff will take time to listen to children's fears and take them seriously. In all instances of suspected bullying it is expected that they are reported to the Head Teacher and recorded with a critical incident form.

All bystanders, children, staff and parents have a responsibility to act if they see incidents of bullying occurring.

Reporting the bullying

As a school we have discussed strategies we could use to deal with bullying:

- Try to ignore silly name calling and walk away.
- Tell their teacher, parents or other adult in the first instance.
- If they feel unable to do this they must tell a friend.
- If they can't tell anyone they could write a note to go in the worry box in their classroom.

Pupils are frequently reminded of these procedures through whole school assemblies, circle time, prayer time. We try to highlight these procedures using posters and displays around the school.

Sanctions

Sanctions will be applied fairly, proportionately, consistently and reasonably, taking account of any special educational needs (SEND) or disabilities that pupils may have and taking into consideration the needs of vulnerable children.

Disciplinary penalties have three main purposes namely to:

- impress on the perpetrator that what he/she has done is unacceptable;
- deter him/her from repeating that behaviour; and
- signal to other pupils that the behaviour is unacceptable and deter them from doing it.

Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. In most cases the school will therefore follow the behaviour policy when enforcing sanctions. Special consideration will be given to the nature of the bullying behaviour when determining the sanctions and involving parents at the earliest opportunity.

Sanctions could include:

- Written apologies;
- Removal from break/ lunch times for a short period to ensure the safety of others and self.
- Careful/close monitoring at playtimes and lunchtimes.

In extreme circumstances or instances of persistent bullying situations, it may be necessary to refer to the more serious clauses within the behaviour policy, for example; exclusion.

At St Charles we deem it important to apply a range of other strategies to combat bullying.

- We may offer additional work with our trained ELSA (Emotional Literacy Support Advisor) for both the bullied child and also the bully. This would serve the purpose of helping express feelings and explore social situations and relationships.
- We will engage with parents promptly when bullying comes to light whether their child is the one being bullied or the one doing the bullying.

Continued Support

We will ensure that the situation will be monitored in the short term, but will also review the situation over a 2 or 3 month period to evaluate whether the actions have prevented recurrence of the bullying. Evaluation of school behaviour will form part of the schools ongoing self-evaluation processes.

Online / Cyber-bullying

Online / Cyber bullying involves the use of modern technology. This can be in the form of:

- Text message
- Instant messaging services
- Social network sites
- Email
- Images / videos posted online or spread by mobile phone

At St Charles we aim to educate children in terms of online safety, and have dedicated e-safety policy. This type of bullying often takes places outside of school, but we will mediate the situation wherever possible.

Review and monitoring

This policy will be monitored by the Headteacher, Senior Leadership Team and Governors, annually. Any incidents of bullying are reported using CPOMs.