

St. Gregory's Catholic Academy



Anti-Bullying Policy

Approved by governors: November 2013

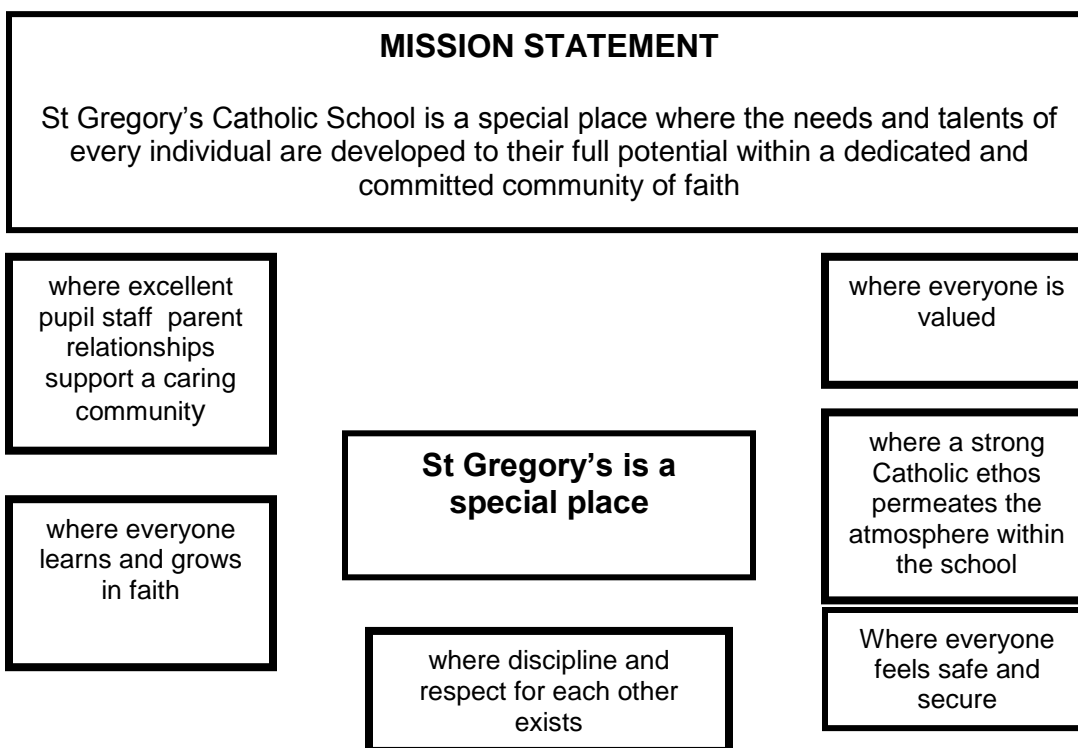
Chair of governors: Anne Middleton-Hill

Executive Headteacher: Mrs. M Yates

Anti-Bullying Policy

In accordance with our Mission statement, at St. Gregory's we strive to secure a shared vision for all associated with our school community. Fundamentally, we aspire to maintain a safe, happy and caring environment where *'excellent relationships between pupils, staff parents/ carers, support a caring community.'*

School Mission Statement.



Rationale

As reflected in our Mission statement, everyone at St. Gregory's s Catholic Primary School has the right to feel welcome, secure and happy. The school is pro-active in its approach to bullying. We recognize that bullying of any description has a negative impact on the personal and emotional well-being of a person, and this can also affect progress and performance. We have a collective responsibility to safeguard children, both within and beyond the school day. The purpose of this policy is to ensure clarity and understanding, whilst applying a consistent approach to addressing bullying in any form.

Where bullying exists the victim must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone, including social network sites and/or cyber-bullying.

It is not bullying when children occasionally fall out with friends. Children sometimes fall out or say things when they are upset. Children sometimes also call each other names and so it can only be regarded as bullying if the intention is to hurt others and if it is repetitive. It is an important part of children's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with situations and develop social skills to repair relationships.

Bullying can include:

Physical – Pushing, hitting, kicking, taking personal belongings.

Emotional – Name calling, negative comments, humiliation, exclusion from friendships, making threats.

Driven by Prejudice – Racism, victimisation due to disability or special needs.

Indirect – Spreading rumors, making things up

Cyberbullying- Any form of bullying including a mobile phone, or the internet using a range of electronic devices – e.g. social network sites, instant messaging, chat room and email. (Please see e-safety Policy)

Strategies to Ensure the Safeguarding of Children

At St. Gregory's we strive to maintain vigilance for signs of bullying and investigate any allegations relating to bullying. Through the promotion of the Gospel values of peace, love and respect for one-another, we embrace opportunities both within the immediate and wider curriculum to reinforce Gospel values and promote respect for every individual.

A network of support and provision is available and accessible to all pupils, including:

Peer mediators	midday supervisors
House captains	Learning Mentor
Monitors	Home-School Link Worker
Class teachers	Headteacher

Pupils are regularly reminded about vigilance in school and are strongly encouraged to report any concerns about bullying, either in or out of school.

Approaches used to address bullying include:

- **Assemblies by SLT, School Council and Nicola Wright (Anti Bullying Co-Ordinator)**
- **Clear rules and playground rules**
- **Anti-bullying training for all staff (CPD)**
- **Anti-bullying charter**
- **School council**
- **Peer mentoring, Peer mediators**
- **Circle time on bullying issues**
- **Anti-bullying week celebrated each year.**
- **Childline workshop**

Peer Mediators

We acknowledge and value the involvement of our pupils in identifying and reporting bullying in school. Peer mediators are trained over a six week period and accredited to advise and support other children in resolving minor conflict. They also serve as mentors to younger pupils and serve to maintain regular communication during break-times. The School Council is attended by the Learning Mentor, Home-School Link Worker and Assistant Headteacher; this provides an additional opportunity for children to report back regularly on school safety issues, including behavior, in and around school.

All pupils are aware that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a pupil mentor or member of staff. There is provision for school members to report incidents anonymously through a 'worry box'. The use of 'Circle Time' is also used to provide opportunities for children to highlight worries and anxieties, and consider how to preserve the well-being of others within our school community.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The Class teacher of the victim will be responsible for this and will be required to give a copy of report and the action taken to the Learning Mentor and/or Headteacher. Older pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher. If bullying incidents include racial abuse then staff should complete the appropriate 'racist incident' form and forward to the headteacher or deputy.

Management of Bullying

The school operates zero tolerance of any physical or verbal aggression towards others. Upon discovery or report of bullying, we will discuss the issues appropriate to the incidents, with the children involved, take appropriate action and provide appropriate support. Parents/carers of both victim and perpetrator will be contacted and invited into school to discuss the solution and action taken within school. Each pupil is given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and prevent the bullying recurring.

With parental consent, the Learning Mentor and peer mediators will work with pupils of ways in which to address and cope with the effects of bullying.

Parental Involvement

Parents are strongly encouraged to inform the school of any concerns regarding their children. All reports will be taken seriously. The parents of bullies and their victims will be informed of an incident and the action that has taken place, and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences and the sanctions for repeated incidents will be clearly explained. A range of opportunities for monitoring and discussion will be deployed within the curriculum, including Circle Time and PSCH. In order to monitor and resolve the situation effectively, the involvement of both the class teacher and Learning Mentor will be instrumental. All pupils involved (both victim and perpetrator) will meet with the Learning Mentor/Home-school Link Worker who will liaise with the class teacher and headteacher, or in her absence, the deputy. A follow-up meeting between parents and the Headteacher will be arranged one month later. Persistent bullying may result in permanent exclusion.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. The overall aim will be to resolve the issue by supporting both the victim and the bully. Where necessary we will consult external agencies, eg. Access to Learning Team, to support our action.

Available Support.

Childline – <http://www.childline.org.uk/Explore/Bullying/Pages/Bullyinginfo.aspx>

Beat Bullying - <http://www.beatbullying.org/>

This Anti- Bullying' policy has been produced following consultation with pupils, parents, staff and governors, and is acknowledged as an integral part of our Behaviour Policy.

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Approved by Governors

Date



ANTI- BULLYING CHARTER

At St Gregory's Catholic Primary School we recognise and value each individual made in the likeness of God and strive to apply the Gospel values of RESPECT, JUSTICE and TOLERANCE.

In order to achieve this we must agree to WORK TOGETHER in decreasing any type of behaviour that is as bullying.

What is bullying? (Agreed by the School Council)

- Name calling
- Hurting others
- Teasing
- Discriminating against others
- Not allowing another child to join in with games
- Damaging other's belongings

What can we do if we are bullied? (Agreed by the School Council)

- Walk away and ALWAYS tell someone
- Tell a PLAY BUDDY or PEER MEDIATOR
- Do not deal with it alone

OUR ANTI-BULLYING MOTTO: **TOGETHER**

- **TOGETHER we are not afraid**
- **TOGETHER we are strong**
- **TOGETHER we are not intimidated**
- **TOGETHER we will be watching you**
- **TOGETHER WE WILL MAKE IT STOP!**

Written by the children of St Gregory's Catholic Primary School



Bullying Summary Report & Action

Name of Pupil: _____

Year Group

Date

Is the pupil a victim of bullying? Please circle: YES NO

Is the pupil a perpetrator of bullying? Please circle: YES NO

Details of incidents reported

Witnesses/Involvement of other pupils:

Action taken

Signed by

Pupil

Date

Class teacher

Date

Headteacher

Date