



Cardinal Newman Catholic Primary School

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Policy Against Bullying

Mission Statement

To be a community of learners, believers and friends rooted in the values and teachings of the Gospel. We seek to enable every individual to develop to his or her full potential in the knowledge that they are uniquely created and loved by God.

Statement of Principle

This policy applies to all incidents of bullying involving staff, pupils and parents/carers.

At Cardinal Newman Catholic Primary School, in accordance with our Mission Statement, promotes that every member of the school community feels valued and respected, and that each person is treated fairly and well. We actively build good relationships, which raise self-esteem. This contributes to the "I can" philosophy at this school, which motivates everyone to fulfil their potential.

All bullying behaviour is unacceptable in our school. Any incident of bullying should be reported to someone with authority, in the knowledge that it will be dealt with promptly and confidentially.

Aims and Objectives

We aim to promote good behaviour through positive reinforcement and in accordance with our Behaviour Management Policy. In incidents where bullying occurs, we will act promptly to ensure that everyone involved understands that bullying is not tolerated in our school.

Our objectives are:

- To raise the profile of bullying as an issue.
- To use strategies (such as SEAL) that will help to prevent bullying.
- To respond to bullying incidents promptly and appropriately.
- To acknowledge that both the victim and perpetrators of bullying need support.
- To recognise that all members of our school community have a responsibility for challenging bullying (children and young people, staff, governors, parents/carers) and to explain how we can meet our responsibilities.
- To record bullying incidents and to report their incidence to the Governing Body.

Definition of Bullying

Cardinal Newman defines bullying as:

'Someone who deliberately and often tries to hurt another person, either by saying unkind words, hurting them physically or indirectly harming another person.'

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- It is persistent
- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves

What does this look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- putting undue pressure on another to do something against their will
- physical assault
- taking or damaging belongings
- cyber bullying – inappropriate text messaging and e-mailing; sending/ posting offensive or degrading images by phone or via the internet
- producing offensive graffiti
- spreading hurtful and untruthful rumours
- excluding people from groups

We recognise that there are different types of bullying. These can include:

- Relational (social bullying) - involves hurting someone's reputation or relationships.
- Cyber - the use of the Internet and related technologies to hurt other people
- SEND - bullying about a person's special education needs or disability
- Sexist, transgender, homophobic - bullying about a person's sex or sexual preference
- Racist – bullying someone about their skin colour, culture or ethnic origin.

Procedure

The effectiveness of this policy relies upon all incidents of bullying being reported **when they happen**.

What should children do if being bullied?

- Tell a friend, adult at school or someone at home.
- Put a note in the class 'Worry box' with your name on it – you don't have to name the bully but you need to let someone know you are being bullied.

What should adults do if being bullied?

- Tell a colleague or senior member of staff or the Chair of Governors.

What should parents do if they think their child is bullying or being bullied?

- Discuss their concerns with the class teacher.
- Concerns may be referred by the class teacher or parent to the Headteacher or a member of Senior Leadership Team. If the problem continues the matter can be referred to the Chair of Governors in writing.
- Endorse and support the policy against bullying, by acting responsibly and calmly.
- Not automatically dismissing the suggestion that their own child could be involved but work positively with the school to change behaviour.
- In the case of cyber-bullying, help your child to save evidence, i.e. print copies of emails and do not delete messages from mobile phones.

What should parents NOT do?

- **Parents must not confront any child or parent.**
- **Parents must not encourage their child to respond to the situation in an inappropriate manner, resulting in a breach of school rules.**

Policy into Practice

Children's behaviour at playtimes is monitored by the staff on duty, who record details of significant incidents in the relevant key stage playground book. Teaching staff are made aware of any incidents that take place during playtimes which involve a child or children in their class. The Headteacher regularly reviews these books. Where bullying involving a child is suspected or has been reported, immediate action is taken.

Staff will ensure that they:

- Listen to the person's concerns.
- Offer support.
- Act on the information given. With younger children a 'No Blame Approach' may be considered appropriate (See Appendix A).
- Make it clear to the victim that the school can and will support him/her.
- Make it clear to the child/children using bullying behaviour that this behaviour is unacceptable and that it must stop immediately.
- Actively encourage improved behaviour from the bully.
- Inform parents of all concerned.
- Talk to the persons concerned to see if the reconciliation, involving a genuine apology is possible at this stage. If not, sanctions, will be taken. These may include suspension or exclusion from school.
- Reassure the victim that it is not his/her fault, explaining that;
 - He/she was right to tell.
 - If the person or people who were using the bullying behaviour get into trouble, it is his/her own fault because we are accountable for our own actions.
 - He/she will be supported and their well-being will be monitored by the class teacher.

In addition, staff will:

- Actively promote the Behaviour Management Policy within the school community.
- Identify and use opportunities in the classroom to develop the children's understanding of what 'bullying' is and raise their awareness of the difference between bullying and one-off disagreements.
- Use Circle Time to promote an understanding and recognition of bullying, develop skills for resolving arguments and promote expectations of high standards of behaviour.
- Lead assemblies to help children to understand the importance of respect for all.
- Use the curriculum to teach aspects of bullying, particularly in SEAL and e-safety lessons.

Pupils will be encouraged to:

- Behave towards one another in accordance with our school Mission Statement.
- Be open and respectful in their dealings with one another.
- Report bullying incidents to staff.
- Take responsibility for their individual actions.

Where bullying involving adults on school premises is alleged, the appropriate complaints procedure will be followed.

This policy was formulated in consultation with the whole school community with input from members of staff, parents and pupils and sits in line with our policy on Behaviour and Discipline.

Reviewed: November 2016

Next Review: November 2017