

ST THOMAS MORE R.C PRIMARY



ANTI-BULLYING POLICY

St Thomas More R C Primary School

Anti-Bullying Policy

At St Thomas More Primary School the emotional well being and happiness of pupils is a high priority, therefore, our aim is to provide a safe, caring, friendly and supportive environment, in which all children feel able to discuss and resolve any conflicts or issues in an open, honest and non- confrontational way.

We expect pupils and adults in our school to feel safe at all times, be aware of and understand issues relating to safety and understand how to resolve any worries, concerns or conflicts that they may have.

We will listen carefully, provide any support that they may need and should they need to report any bullying behavior, issues will be dealt with fairly and promptly.

This policy sets out the strategies to be followed and the back up by systems in place to ensure effective implementation, monitoring and review.

Defination of bullying:

In our school the pupils and staff define bullying as:

- Any behavior which intentionally causes a person to feel uncomfortable, threatened or unsafe.
- Behaviour that is regularly repeated over time.
- This would include bullying of pupils, parents or staff and could be by pupils, parents or staff.

Bullying can take many forms, but the main types are:

- **Physical:** pushing, hitting, kicking, or any other use of violence.
- **Verbal:** name calling, insulting, sarcasm, persistent teasing, offensive remarks, spreading rumours.
- **Racist:** racial taunts, jokes, offensive mimicry, graffiti, gestures
- **Homophobic:** unreasonable dislike of homosexual people
- **Cyber bullying:** indirect/remote bullying including text, phone, email or social media.

Bullying can take place between

- Pupils
- Pupils and staff
- Between staff
- Between parents and staff
- Individuals or groups.

Reporting and Responding to bullying

If bullying is suspected, pupils and staff are encouraged to report it immediately to a Senior member of staff. Details of the behaviour will be recorded and investigated so that appropriate action can be taken to ensure that such behaviour is not repeated.

Procedures

- The incident is reported by the victim, pupils, staff or parents/carers to either a class teacher, Teaching Assistant, Lunch time Supervisor, Pastoral Leads, office staff or Head Teacher.
- Initially, the incident will be investigated by our Care Team to ascertain that bullying has actually taken place. A written record of any allegation will be kept in the Behaviour File, under alleged bullying incidents (Section 2 and 3)
- After this preliminary investigation, all parties concerned in the incident will be interviewed by the Care Team/senior Leadership Team and a written record kept
- Feedback from other members of staff is vital to ensure that the information is accurate and appropriate actions can be taken.
- The parents of the victim and the perpetrator involved in the incident will be notified and appropriate sanctions decided upon.
- After the incident/incidents have been investigated and dealt with , each case will be monitored to ensure that the perpetrator's behaviour has improved, and the victim is feeling safe again.

Strategies for preventing bullying.

As part of the continuing commitment to the safety, welfare and happiness of pupils at St Thomas More Primary School the following strategies have been implemented to promote positive behavior and to discourage incidents of bullying.

- Home/School Behaviour agreement
- Care Team – (Pastoral Leads who deliver Friendship Group, Anger Management) has attended training courses on Counselling skills, bereavement etc) are available for pupils that are experiencing difficulties
- Reception monitors.
- Specific curriculum input on areas of concern for the whole school eg.Cyberbullying and Internet Safety.
- Workshops provided by Childline for the pupil
 - Our own Anti Bullying Focus group – BIG Award
 - Achieving BIG Award for anti bullying..
 - The School Council who provide a voice in the school where any issues can be raised.
 - Playground Buddies so that all pupils have someone to play with.

Last Review: September 2018
Next Review: September 2019