

St. Chad's Catholic Primary School



Grow in Love. Live in Peace

Title: Anti Bullying Policy - 2023-2025

(Bi-Annual)

This policy is to be read in conjunction with the following policies:

Author: Senior Leadership Team (SLT)

Committee: Teaching & Learning

Date Prepared: 13/01/2023

Date of Review: 13/01/2025

Chair of Board of Directors Yvonne Ndifor

St Chad's Catholic Primary School

Safeguarding Statement

This school takes notice of and adheres to all the national and local policies and guidance in regard to Safeguarding Children and Young People.

Lead Safeguarding Persons: Mrs P Mitchener and Mrs J Mooney

Director Designated Safeguarding Officer: Abiola Boateng

This policy is based on our Mission as a Catholic School. At St. Chad's we seek to be a living example of the Gospels in action, based on the firm foundations of Christian love with Jesus at the centre. We endeavor to foster the development of the whole person, having regard to the child's physical, moral, educational and spiritual formation. We aim to be flexible in meeting the educational needs of individual pupils, fully recognising the worth of each child, to display patience with development at all levels; to give encouragement and to celebrate achievement; to share anxieties and to resolve conflict through the Gospel values of forgiveness and reconciliation.

Anti-Bullying Policy

In this way we hope to create a safe, secure environment in which children and adults feel free to relate to each other in a relaxed, friendly, civilised way, safe in the knowledge that they are valued and respected and will be listened to, and responded to, with courtesy. We cannot expect children to know instinctively how to behave: example is vitally important, as is a sensitive explanation of why their manner/behaviour is considered unacceptable.

What is bullying?

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

Deliberately hurtful

Repeated, often over a period of time

Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

What signs may indicate that a child is being bullied?

The following list is by no means exhaustive. A bullied child may display the following symptoms:

- Unsettled coming to school
- Sleeping/eating disturbances
- Display behaviour which is out of character
- Standard of work may deteriorate
- Display marks caused by physical aggression
- Have damaged or missing possessions
- Be alone on the playground
- Become easily distressed or be overly-emotional

Staff, parents and peers will be able to use their knowledge of the children to identify changes in their behaviour that may indicate that bullying is taking place.

Where bullying has been identified

1. The teacher convenes a meeting with the people involved to outline concerns
2. Both parties are listened to separately to gain a clear understanding of exactly what has been happening
3. Continue to investigate, seeking to establish the true picture by speaking to others who may have been present when an incident occurred, or have seen or heard something relevant
4. Parents will be informed where their child is alleged to be victim of bullying or alleged to have carried out bullying
5. A resolution is sought which recognises the rights of the victim and the bully
6. The staff meets with the children periodically to review the progress being made
7. If problems persist parents may make an appointment to meet with the Key Stage Leader, or the Key Stage Leader may request a meeting with the parents.
8. The Key Stage Leader will refer the matter on to the Deputy Head or Head teacher where appropriate
9. A programme of support is initiated to support the victim and the bully. The nature of this will depend on each individual case and circumstance. This could include peer mentoring, designated 'safe' adults

For more information visit <https://anti-bullyingalliance.org.uk/>

10. The timescale for steps taken will be dependent on individual circumstances. It is crucial that parents work closely with the school when an investigation is underway. Allegations are investigated thoroughly, and all evidence requires verification especially in the case of what is deemed to be a very serious incident. Whilst the matter is under investigation, confidentiality must be observed to protect the rights of all concerned. It is not appropriate for rumour and counter rumour to be circulated at the school gate

This policy should be used in conjunction with the School's Behaviour Policy and Safeguarding Policy.

All bullying incidents will be recorded on the schools CPOMS system, which allows patterns and types of behaviour to be tracked across all classes.

Links with other policies

Behaviour Policy

Safeguarding Policy

Suspension and Permanent Exclusion Policy

J Mooney

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