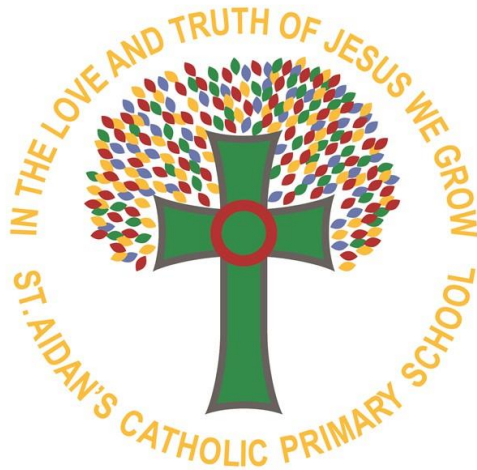


St Aidan's Catholic Primary School.



"In the love and truth of Jesus we grow."

Anti-Bullying Policy

Date reviewed:

January 2024

Date of next review:

January 2025



Introduction

At St Aidan's our ethos ensures that we promote a caring, loving and safe environment for all. We want our pupils to feel secure, valued and respected. Incidents of bullying are not tolerated, and any known incidents of bullying will be responded to quickly and efficiently. We aim to work together with pupils, parents and carers to resolve and prevent incidents of bullying.

Within school, we provide all children with the knowledge and understanding to enable them to recognise bullying and respond in a positive and appropriate manner. In addition, we ensure that all parents and carers are kept up to date with anti-bullying information.

We recognise and respond to the following legislation in this policy: Equal Opportunities Rights, Education Act 2002, Human Rights 1998, Health and Safety at Work Act 1974, The Local Government Act 2000, Disability and Discrimination Act 2003, Anti-Social Behaviour Act 2003, Equality Act 2010. We also refer to guidance from Working together to Safeguard Children 2015.

Reference to other policies

This anti-bullying policy has been written with reference to our other school policies. These policies include: Safeguarding, Behaviour, Child Protection, Equality, Safety, Whistle blowing, School Development plan and our Mission Statement.

What is Bullying?

At St Aidan's we feel that it is important to teach children the definitions of bullying. In this way, they can identify when bullying is occurring and respond appropriately. It is also important for children to recognise that although an accident or isolated incident may be hurtful it is not a form of bullying.

Bullying is:

- **a sustained or repeated action taken by one or more children, with deliberate intent to harm.**

This behaviour results in having a negative effect on the emotional or physical well-being of the child. Types of bullying include but are not limited to: verbal, emotional, physical, cyberbullying or discrimination.

Children and parents of St Aidan's can be assured that we do not tolerate bullying of any form. As our Catholic ethos underpins all decisions in our school, we believe that each individual deserves respect as we are all unique, created in God's image and called to work for the common good. Therefore, we do not tolerate discrimination of any of the nine protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, sexual orientation as stated by the Equality Act 2010.



Bullying is not:

- **one off, rude or mean behaviour.**

Whilst this is sometimes hurtful to an individual, it is not bullying if it is not repeated over time and deliberately intended to harm.

Raising Awareness

At St Aidan's we have ongoing strategies to raise the profile of anti-bullying within our school community:

- Our anti-bullying policy is available to read on our school website and a paper copy can be given to parents/carers on request.
- Our school assemblies highlight the importance of love, respect and care for one another.
- Staff meetings focus on anti-bullying and mental health.
- As a school, we support 'Anti-Bullying Week'.
- We promote diversity and respect within daily school life, in lessons and clearly on our displays.
- We promote a strong pupil voice through our School Council, in our class assemblies and in our weekly newsletters.
- If there are incidents of bullying we aim:
 - to make the child who has been bullied feel safe
 - to encourage better behaviour from the child who has displayed bullying behaviours

Of paramount importance in the application of this policy is that at all times the dignity of the child be safeguarded. In our schools the following steps may be taken when dealing with incidents of Bullying:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- a clear account of the incident will be recorded and given to the headteacher
- a member of staff will interview all concerned and will record the incident
- class teachers will be kept informed and if it persists the Class Teacher will advise other appropriate staff.
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation will all parties concerned.

A Positive Approach

Pupils are educated and informed to support understanding of the definition of bullying and how we at St Aidan's implement our Anti-bullying policy.

They are aware of how to keep themselves safe and also know strategies to help friends or peers in need of support through positive promotion of 'bystander awareness.'

Children are taught the value of friendship and how to treat others with mutual respect. They will recognise their own fears, insecurities and worries, and value themselves and others as individuals. Self-esteem and behaviour lessons will be taught in conjunction with behaviour and safety issues and not be viewed as separate topics.



Children work on the school rules at the start of each academic year which place the importance of eliminating bullying through affirming positive behaviour.

Consistency by all staff on agreed strategies must be implemented without exception to ensure the policy aims are met.

Responding to Incidents of Bullying

Responsibilities of Staff:

Our staff will:

- Foster in our pupils' self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- All staff on duty will respond to reported incidents by speaking to all parties concerned.
- Report suspected cases of bullying to the class teacher in the first instance and in the weekly incident log which is shared with all staff.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Record all incidents of suspected bullying.

Responsibilities of Pupils:

- We expect our pupils to:
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.
- Use the class 'worry boxes' if they feel they cannot speak directly to a member of staff.
- Speak to a member of staff prior to home time on the day that the incident has occurred in order for it to be logged and reviewed.

Responsibilities of Parents/Carers:

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher in the first instance or another trusted adult in school.



- Explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, try to ascertain the truth and resolve the situation.
- Respect confidentiality of all parties involved, including pupils, parents and staff in line with St Aidan's.

Recording Incidents of Bullying

All staff must respond to bullying incidents using the agreed protocol below and inform the Deputy/Head Teacher.

Recorded incidents must be added to the weekly incident log and/or CPOMS. It must then be shared with the wider staff in weekly briefings.

Incidents requiring action should be clearly stated and referred to, showing when appropriate responses have been met.

Incidents concerning racism, HBT or sustained bullying must be reported to Head Teacher, logged and shared with the wider staff in briefings.

All staff should respond to wider class incidents, as they see fit, during PSHE lessons, in quality circle time, in class collective worship, in Key Stage or whole school assemblies or during whole class discussion.

Strategies to Respond to Bullying

Some or all of the following may apply depending on the severity of the circumstances and age of the pupils involved. This is to be decided in conjunction with the child's class teacher, senior members of staff and parents where appropriate.

- Discussion with the pupils concerned to listen to and record their views.
- Investigate any incidents with all parties in an attempt to ascertain an accurate recount of the events.
- Inform senior members of staff or parents when necessary.
- Pupil may be unable to play with their peers at break times/lunch times for an agreed length of time.
- Where appropriate, a verbal or written apology will be shared with those involved.
- Pupil may be removed from a lesson to another classroom or a senior member of staff.
- Pupils may be given a named member of staff as a direct point of contact.
- Where appropriate, to respond to wider issues, staff may address concerns during collective worship, group discussion or in specific assemblies.
- Pupils or their families may be offered the services of a counselling service.
- Pupils may be offered the opportunity to work with external agencies to support their needs.
- Parents may be asked to remove their child from school the day of the incident.
- Pupils may be excluded from lessons for the remainder of the day.
- Pupils may be suspended for a certain period of time as agreed upon by members of the governing body.



- Following a formal meeting with parents and professional agencies, pupils may be considered for a managed move to another school.
- Following severe or persistently repeated incidents, pupils may be permanently excluded from the school.

Child on Child Abuse

A clear boundary between incidents regarded as abusive and incidents regarded as bullying is a matter of professional judgement. Designated Safeguarding Leads and Newcastle Initial Response Service can offer information or guidance to help staff if they feel that they are unable to make a judgement.

Child on child abuse can appear in many forms and include, but are not limited to: physical abuse, sexual abuse, emotional abuse, sexual exploitation, bullying or radicalisation.

Incidents of suspected peer on peer abuse must be immediately reported to the Head Teacher or deputy safeguarding lead following the procedures outlined in Safeguarding policy.

Monitoring and Review

The Head Teacher, governors and staff will regularly review and monitor the implementation of this policy. Any changes will be shared with staff, parents and pupil representatives.

