



Anti-Bullying Policy 2016

Definition:

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, happens again and again as part of a pattern of behaviour, and can continue for a long period of time. It always reflects the abuse of power, with one (or more) person(s) a victim and the other, a bully, dominance of the powerful over the powerless. Bullying can take place in school, out of school, on line or via text messaging (also known as cyber bullying). It is important to distinguish between bullying behaviour, which is usually deliberate and planned and behaviour which although unacceptable, can be related to immaturity and a child's stage of development rather than a pre-meditated or pre-planned act.

The most common forms of bullying are name-calling, physical aggression, threats and spreading rumours. It includes racial and sexual harassment. Bullying is usually part of a pattern of behaviour rather than an isolated incident.

The aim of our Anti-bullying Policy is to significantly reduce the level of bullying in school, although it is probably not possible to eliminate it entirely.

- Parents have the right to expect that their children will be safe, valued and respected at school.
- Parents need to be informed and work in partnership with schools to help with raising awareness of bullying.
- Parents can help by recognising signs of bullying and reporting concerns to their school.

At St Louis School we follow the advice given by the DfE in their documents 'Preventing and tackling bullying' (October 2014). We also seek advice and support from BSCB including the Youth and Community Service, the Educational Psychology Service, the Education Welfare Service and our local Pupil Referral Unit.

Rationale:

At St Louis School every effort will be made to provide a secure environment where all pupils can develop knowledge, skills and confidence. To this end we totally reject all forms of bullying. We take seriously any signs of distress caused by bullying and are determined to deal with incidents of bullying efficiently, effectively and consistently.

In response to our mission statement and the promotion of Gospel values we take seriously our responsibility to respect each member of our community and to ensure equality of opportunity and esteem for all. We seek to develop a positive attitude to the rich diversity of backgrounds of all that work and learn at St Louis School.

Regular opportunities will be found to consider issues related to bullying and to reinforce the school policy.

We do this through:

- Religious Education
- Assemblies
- PSHE
- House, Buddy System and School Council

Bullying is seen as deliberate behaviour, usually persistent, which has the intention of intimidating another. The act of bullying may be physical, psychological, verbal etc or a combination of these.

All staff, teaching and non-teaching, have a duty to respond to any issues of bullying they witness or that are brought to their attention. The teachers' own reactions to incidents of bullying will influence the attitude of the pupils. Failure to respond to an incident may be construed as condoning bullying.

Guidelines for Pupils

- If you are bullied you must tell someone. Ideally talk to a member of staff e.g. class teacher, Key Stage Leader or another trusted adult who will act upon information given
- Remember, bullying only thrives in secret. Staff will take action and will be successful in tackling it. Seek adult help; do not try to sort situations out on your own. Tell your parents / guardians, your Buddy or your House Captains & Vice Captains. If your Buddy or House Captain is the problem, tell someone else!
- If a friend tells you that they are being bullied help them to speak to a trusted adult
- There are no innocent bystanders when it comes to bullying. ***If you witness an attack and do nothing to help the victim you become part of the bullying.***

Guidelines for Staff

Be alert to any changes in pupil behaviour or appearance:

Physical signs:

- Injuries that are not adequately explained
- Bruising and/or a history of bruises and accidents
- Injuries getting progressively worse, or occurring in a time-pattern

Other signs:

- Poor or deteriorating school work
- Erratic attendance
- Reluctance to come to school (frequent early-morning illness)
- Possessions (including school books) often lost, dirty or damaged

- Reluctance to go out at break and lunchtime
- Reluctance to walk home at the same time as other pupils
- Unhappy, withdrawn demeanour, isolated behaviour
- A new tendency to stammer
- Aggressive outbursts
- Constant attention seeking

Guidelines for Parents

- If you are worried that your child is being bullied ask him/her directly.
- Ask your child regularly about his/her school experiences.
- Be aware of any signs or symptoms that denote a change in their normal routine e.g:
 - Reluctance to attend school
 - Mood changes
 - Changes in eating patterns
 - Problems with sleeping/nightmares/bed wetting
 - Possessions regularly lost or broken
- If your child tells you that they are being bullied:
 - Listen to what they have to say – try to decide if it is bullying or whether it is ‘bad’ or ‘thoughtless’ behaviour. Both are serious but need to be dealt with in different ways
 - Make a note of what your child says
 - Reassure your child that they have done the right thing in telling you about the situation
 - Stay calm, report the incident to a member of staff
 - Work with the school while the situation is resolved

IF YOUR CHILD IS INVOLVED IN BULLYING

- ✓ Talk with your child and explain the bullying is unacceptable behaviour
- ✓ Discourage your child from using bullying behaviour at home or elsewhere
- ✓ Make an appointment to see a member of staff to discuss your concerns
- ✓ Regularly check with your child how things are going at school

How we deal with bullying:

- Bullying incidents are dealt with in line with our Behaviour Policy
- Where a child is suspected of either being a bully or of being bullied, close monitoring of their behaviour will be undertaken. Parents will be informed at the earliest opportunity
- Where bullying is found to have taken place the school will put into practice a programme designed to change the behaviour. This may need to include time off the playground or away from class in order to protect the ‘victim’. This will be done through a class, lunchtime or school

exclusion as appropriate, depending on the incident and previous history. Outside agencies such as the PRU, Educational psychologist, etc may become involved

- Our school will always endeavour to change behaviour for the good of all the children involved but where bullying is still taking place despite the intervention of the school and the parents then a permanent exclusion may be enforced.

Date: Nov 2016

To be reviewed: Nov 2018

Chair of Governors, Mrs B Bromley