

Holy Family Catholic Primary School, New Springs

Mission Statement

We are a caring family, we pray, learn and grow together

Anti-Bullying – Policy Statement

All connected with Holy Family have a responsibility to create a secure, safe environment for pupils in our care, so that parents may send their children to school in the confident knowledge that they will be protected from bullies.

Bullying behaviour is entirely at odds with the Mission Statement of the school.

Not all aggressive behaviour is bullying. Behaviour, which appears to be bullying, may be exhibited by some children, especially very young children, without the intention or awareness that it causes distress. Some individuals may feel they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should nevertheless be taken seriously as a reflection of the individual's vulnerability, but adults need to be clear about the distinction between bullying and isolated acts of aggression.

At Holy Family we define bullying behaviour as:

- Wilful, conscious desire to hurt, threaten or frighten someone
- Consciously targeting a child through his / her disability, race, gender or sexuality.
- Continued malicious gossip; verbal abuse; intimidation; damaging or stealing property; coercion of a person into acts he/she does not wish to do; physical assault; social exclusion.
- Any behaviour using threat and fear which causes a victim, pain, or humiliation, directly or indirectly e.g. cyberbullying.

In short it is:

The deliberate attempt by a pupil (or a group of pupils) to make the life of another pupil (or group of pupils) a misery.

We recognise that bullying is a rarely witnessed event, and that the most likely source of information to teachers will be through hearsay (either direct from the victim, or directly through witnesses or parents).

- The issue of bullying is revisited each year through whole school assembly and through SEAL work.
- Children are made aware of their responsibilities as possible witnesses to bullying and actions they should take.

There must be a publicly acknowledged readiness to pay attention to any reports of bullying.

Staff and parents will be made aware of procedures for dealing with bullying behaviour which discourage the bully without humiliating the victim.

They will include the following when an incident has been reported:

- Devote time to the victim. Take the incident seriously. Offer concrete help, support, reassurance and advice relevant to the specific circumstances.
- When dealing with the bully, make disapproval plain, the punishment appropriate, and give a clear explanation of why it is being applied.
- Record the incident precisely, and be seen to do so by bully and victim.

- Pass on information to management and/to any appropriate persons. Inform the whole staff if incident arose out of a situation where everyone needs to be vigilant.
- If necessary inform both sets of parents and invite them into school to discuss the situation if appropriate.
- Follow up the incident at a later date; to check on the situation and to judge the success of strategies employed.

It is important to note:

1. Bullying is not a phenomenon that occurs solely between children; it can take place at all levels within society.
2. There are also occasions when staff in schools can feel that they are being bullied by parents of pupils.
3. The 'pressure to cope' applies to staff as well as to children. Staff as well as children benefit if schools and organisations establish an ethos that repudiates bullying.

Policy reviewed: Spring 2019