

# St Richard's RC Primary School



## Anti-Bullying Policy

**The staff and governors of St Richard's commit themselves to:**

- Making the prevention of bullying a high priority within the school.
- Making the tackling of bullying a main priority with the school.
- Informing and involving pupils and parents in the tackling of bullying.

**All school staff will help in making anti-bullying a high priority by:**

- Being vigilant and responsive to bullying behaviour.
- Listening to pupils
- Treating all allegations of bullying seriously.
- Regularly exploring the nature of bullying within the curriculum.
- Regularly exploring the issues related to bullying in assemblies.
- Referring to the Gospels and our school's Mission Statement to identify and recognise the ideal role model of Jesus Christ.
- Dealing with bullying incidents straight away.
- Involving parents in the process of dealing with bullying.

**What is bullying?**

**Bullying is:**

- deliberately hurtful behaviour.
- repeated over a period of time.
- difficult for the victim to defend themselves against.

**The three main forms of bullying are:**

1. Physical – hitting, kicking, taking belongings.
2. Verbal – name calling, insulting, racist remarks (including online)
3. Indirect – spreading nasty stories about someone, excluding someone from social groups.

**Pupils who are being bullied should never suffer in silence – always:**

- Be firm and clear-look the bully in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult what has happened straight away – tell your teacher and your parents.
- If you are scared to tell your teacher on your own, then ask a friend to go with you.
- Keep on speaking up until someone listens and acts.
- Don't blame yourself for what has happened.

- Be clear when telling someone about bullying. Always tell what has happened, who was involved and who saw what happened, where it happened and what you have already done about it.

**Parents that are informed by their child that they have been bullied should:**

- Speak to the child's teacher.
- Try to stay calm – the teacher may know nothing about the incident or the teacher may have heard a totally different story.
- Be as specific as possible – dates, places and names of other children.
- Make a note of what action the school intends to take.
- Discuss ways that the parent can help their child both at school and home.
- Stay in touch with the school – let them know if things don't improve and let them know if things do improve.

**It you are not satisfied or if you feel that your concerns are not being addressed appropriately by the class teacher, you should:**

Make an appointment to discuss the matter with the Headteacher and keep a record of the meeting. If this does not help, contact the Chair of Governors (via the school) explaining your concerns and what you would like to see happen.

School staff will deal with bullying incidents by imposing appropriate sanctions on the bully. Sanctions will only be used where bullying behaviour is clearly proven. All sanctions will conform to those outlined in the school's Behaviour Policy. Mild sanctions will be imposed in responding to one-off incidents. These sanctions will be accompanied by counselling. Bullying which results in serious distress and/or damage to the person or property will involve a serious response. The school will keep a record of bullying incidents (CPOMs). Suspension and exclusion will only be used as a last resort.

**School staff will:**

- Monitor the effectiveness of the policy
- Ensure it is used consistently across school
- Review the policy regularly

**Links with other policies**

This policy links to the following policies and procedures:

- Child Protection and Safeguarding Policy
- Health and Safety Policy
- Anti-Bullying Policy

**This policy will be recommended for adoption by the Governing Body's Safeguarding, Health & Safety and Premises Subcommittee on 11<sup>th</sup> October 2023**