

Anti-bullying /Harassment Policy

St Teresa's Catholic Primary School Penwortham



'Christ be in our heads, in our hearts and in our hands'

The aim of the anti-bullying/harassment policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied or harassed. Bullying/harassment is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available at school.

For the purpose of this policy, "bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by:

Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.

Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.

Targeting: Bullying is generally targeted at a specific individual or group.

Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:

- Pupils with SEND.
- Pupils who are adopted.
- Pupils suffering from a health problem.
- Pupils with caring responsibilities.

Pupils with certain characteristics are also more likely to be targets of bullying, including, but not limited to:

- Pupils who are LGBTQ, or perceived to be LGBTQ.
- Pupils from different ethnic backgrounds.
- Pupils from socioeconomically disadvantaged backgrounds.

The four main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist or homophobic remarks)

indirect (spreading rumours, excluding someone from social groups).

online (use of texts/ text pictures/gaming)

Harassment can be defined as any continuing behaviour that is unwelcome and makes someone feel uncomfortable, upset, hurt, scared or embarrassed. It may come from an individual or a group, either adults or students. Harassment is not only against our school rules, it is also against the law.

Pupils who are being bullied/harassed may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying/harassment and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up measures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

PREVENTATIVE MEASURES such as:-

1. We will make children aware of what bullying is through assembly and lessons.
2. We will teach children how to challenge bullying behaviour.
3. We will ensure they know what to do if bullying takes place.
4. Children will be encouraged to use assertive behaviour e.g. "I don't like what you are doing and I want you to stop."
- 5 Children will be supported by the school if they make an allegation of bullying.

Implementation

Parents

If you are concerned that your child may be being bullied in school these are the actions you should take:

- Initially, you should make an appointment to see your child's class teacher to discuss your concerns.
- If you feel that things have not improved, then you may feel that it is necessary to discuss the matter further with a member of the Senior Leadership Team so that further options to support your child can be discussed.

Schools

The following steps may be taken when dealing with incidents:

- If bullying/harassment is suspected or reported, the incident will be dealt with swiftly to ascertain if bullying/harassment has taken place.
- If bullying/harassment has taken place a clear account of the incident will be recorded and pupils interviewed, if necessary.
- Punitive measures will be used as appropriate, these will be commensurate to the age of the child and the severity of the incident.
- A follow up meeting may be arranged with parents, if appropriate.
- Class teachers will continue to monitor the situation and if bullying/harassment persists the class teacher will inform the Headteacher / Senior Leaders .

Pupils

Pupils who have been bullied/harassed may be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Daily / weekly monitoring by a named member of staff
- Sessions with the school's well-being coach

Pupils who have bullied others may be supported in the following ways:

- Receiving a consequence for their actions
- Being able to discuss what happened
- Being helped to reflect on why they became involved
- Being helped to understand what they did wrong and why they need to change their behaviour
- Appropriate assistance from parents
 - Appropriate support from external agencies

The following disciplinary steps may be taken:

If senior leaders are satisfied that bullying did take place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further incidents. The pupil will be made aware of the type of sanction to be used in this instance, such as a warning, loss of playtimes, lunchtimes, or privileges.

In addition, senior leaders will meet with the pupil's parents to discuss the incident and outline the potential future sanctions should the bullying continue. This meeting will serve to reinforce the seriousness of the matter and ensure that both the pupil and their parents understand the expectations moving forward.

Where there have been serious incidents of bullying, or where bullying persists, the school will act in line with its Behaviour Policy.

Within the curriculum the school will raise the awareness of the nature of bullying/harassment through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

This policy will be periodically reviewed and updated by Governors of the school.

All staff, pupils and parents have an active part to play in the evolution, development and maintenance of this policy. The policy will be promoted and implemented throughout the school with governors receiving a termly update of bullying incidents from the headteacher through the headteacher's report.