



## **St Columba's Catholic Primary School**

### **Mission Statement**

*Taking Jesus as our inspiration and example we aim to:*

**Do our best**

**Be happy when we, or our friends do well**

**Listen to others**

**Be friendly to everyone**

### **Anti-Bullying Policy**

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying 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 schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist or homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups).

Pupils who are being bullied 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.

School's teaching and ancillary staff must be alert to signs of bullying 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 procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Implementation**

#### *Schools*

The following steps may be taken when dealing with incidents:

- Where parents who inform the school of bullying incidents the school will take it seriously and follow up incidents.
- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff, teaching or non teaching who has been approached or who recognises that a child's unusual manner merits attention.
- the Headteacher, or Deputy Headteacher will interview all concerned and will record the incident.
- Class Teachers will be kept informed.



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- parents will be kept informed in significant cases.
- punitive measures will be used as appropriate and in consultation with all parties concerned.

### *Pupils*

Pupils who have been bullied will 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.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- loss of privileges
- minor fixed term exclusion
- major fixed term exclusion

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

Books have been added to school resources.

### **Monitoring, Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.