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St. Winefride's Catholic Voluntary School



Anti Bullying Policy

Date: 25th March 2015

To be reviewed: March 2017

This policy was written by:

Mrs C. Murphy and members of the school council:

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"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." John 13:34-35

Approved _____ Date _____

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St. Winefride's school is completely opposed to bullying and will not tolerate it. It is against all the values and principles that we work and live by and the teachings of the Catholic Church. All members of our school community have the right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can to protecting and maintaining this environment.

The school council helped to write this policy

We believe it is important that:

- Pupils have the right to learn without being frightened or intimidated
- Bullying is not tolerated in our school
- Everyone is listened to
- If someone is being bullied they will be taken seriously
- Reported incidents will be thoroughly investigated

Our definition of bullying is:

Several Times On Purpose (STOP)

Bullying can be:

- Acts of aggression
- Causing embarrassment, pain or discomfort to someone
- In different forms such as physical, verbal, making gestures, extortion (for example making someone give their snack money), and exclusion (for example deliberately & repeatedly leaving someone out of a game)
- In social networks such as Facebook, Twitter, Snapchat, Instagram, Internet games etc
- On mobile phones, laptops or i-pads, games consoles
- Planned and organised
- Be by one person or a group
- Focussed on a person's race, ethnicity, culture, religion, disability or sexual orientation

The following is a list of examples of bullying, but there may be others.

- Physical violence, such as hitting, pushing or spitting
- Interfering with someone's property
- Using offensive names
- Teasing or spreading rumours
- Belittling someone's abilities and achievements
- Writing offensive notes or graffiti about someone
- Excluding another person from a group activity

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- Making fun of someone's appearance, way of speaking or personal mannerisms
- Misusing technology such as the internet or mobiles to hurt or humiliate someone

This policy is linked to our Behaviour Policy, Acceptable Use of the Internet Policy and Safeguarding Policy

Awareness & Participation

We work hard to make sure that everyone in school knows what bullying is, that is not tolerated in our school and what to do if they or someone they know is being bullied.

- In Anti-bullying week we learn about bullying
- We learn about and are taught to respect people who have different religions and cultures
- We are asked about bullying in school
- Other people come to talk to us about bullying such as our local police officer and Mrs Robe our Out Reach worker
- Our parents are informed about how to keep us safe particularly on the internet
- We are always looking at ways to make things even better by reviewing them and making sure our policy is working
- Adults who work with us know about bullying and keeping children safe. This includes teachers, teaching assistants, office staff and midday supervisors

Responsibilities

Everyone has a responsibility to make sure that our school is a safe and secure place of learning.

Our staff will:

- Help all pupils to have respect for themselves and others
- Set a good example in their words & behaviour towards others
- Talk about bullying to the pupils so everyone learns about bullying and why it is so important to make St. Winefride's a bully free place
- Look for signs that a pupil is upset because they may be being bullied
- Listen to children if they are being or have been bullied, taking them seriously and then supporting and protecting them
- Investigate any allegations of bullying thoroughly
- Follow up a complaint about bullying by a parent or carer or another child
- Deal with any bullying quickly and following the school's policy and procedures (way of doing things), including keeping a written record.

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We expect pupils to:

- Treat everyone with respect and not to take part in any of the unacceptable behaviour above
- Tell an adult in school if they have seen or suspect any bullying, or if they are being bullied themselves

We know that sometimes this can be difficult to do and we will support anyone who is reporting bullying.

We ask our parents to:

- Watch for signs of bullying in their children. They may be upset or experience a change in behaviour.
- Advise their child to report any bullying to their teacher or another adult in school
- Advise their child not to retaliate (hit back) violently to any forms of bullying
- Be sympathetic and supportive towards their children
- Inform the school of any suspected bullying even if their children are not involved
- Cooperate with the school if their child is accused of bullying.

We try to prevent bullying by

- Having clear rules about behaviour in the classroom and the playground and what happens if these rules are broken
- Teaching children about how they should behave towards others
- Creating an inclusive, caring place to learn where we try to live like Jesus wants us to live

Dealing with bullying

Sometimes, despite all our efforts, bullying happens. When it does the school will:

- Support and try to meet the needs of the bullied and the bully
- Keep written records of what has happened
- Take action, such as
 - Contacting parents or carers of pupils involved
 - Investigation
 - Feedback to those involved
 - Sanctions
 - Contact relevant agencies such as Out Reach, Behaviour Management team, Education Psychology

All staff will know about this policy and what to do about bullying. They will be reminded through the year. This policy will be reviewed in 2 years

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