

St Luke's RC Primary School

Anti-Bullying Policy



“At St. Luke’s School we follow the example of Christ by being God’s disciples here on Earth. We strive to be the best that we can be, to do the best that we can do and to make God proud.”

Policy Number	2
Target Audience	All stakeholders
Approving Committee	FGB
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Policy Author	Mrs N Bullough

Version Control			
Version No	Date Approved	Reviewed By	Changes
V1	Jan. 2020	N. Bullough	New policy
V2		N. Bullough	SEND LUKIES values

Introduction

At St. Luke's we uphold the Catholic values and principles of love, care and respect for each other. Our Mission Statement underpins everything that we do as it encourages children to "be the best that they can be". As a school community, we endeavour for our children to 'grow and learn together as Christ's disciples here on earth.' To achieve this we have developed core values which we expect to instill in all of our children. These are called our LUKIES values that encourage our children to be Loving, Unique, Kind, Inclusive, Empathetic and Striving.

School Rules

At St. Luke's we have three simple school rules, we are:

- Ready
- Respectful
- Safe

We cannot condone any behaviour that harms physically or emotionally any member of our community.

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, special educational needs, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Our pupils need to recognise each other's right to:

- be happy, safe and secure in school at all times.
- be listened to and treated fairly and sensitively.

What is bullying?

'Bullying is when someone says or does something intentionally hurtful and they keep doing it over time, even when you tell them to stop or when their actions are upsetting you.'

Types of bullying	Examples
Physical	<ul style="list-style-type: none">• Hitting• Kicking• Pushing• Punching• Pinching• Damaging property• Unwanted physical contact• Any use of violence
Verbal	<ul style="list-style-type: none">• Name calling• Insults• Teasing• Intimidation• Homophobic or racist remarks• Sexually abusive comments
Indirect	<ul style="list-style-type: none">• Being unfriendly• Excluding• Tormenting (e.g. hiding books/threatening gestures)• Lying and spreading rumours• Negative facial or physical gestures• Playing nasty jokes to embarrass or humiliate
Cyber	<ul style="list-style-type: none">• Abusive or hurtful texts, emails or posts, images or videos• Deliberately excluding others online• Dissing someone online• Online fights using electronic messages or voice messages with angry and vulgar language

We do not consider bullying to be:

- An isolated incident
- A 'falling out'
- A one off disagreement

Bullying related to special educational needs (SEN) and disabilities

Research shows that children and young people with SEN and disabilities are more at risk of bullying than their peers. Public bodies have new responsibilities to actively promote equality of opportunity for all disabled people and eliminate disability-related harassment. Children and young people with special educational needs and disabilities, whether in mainstream or special schools, do not always have the levels of social confidence and competence and the robust friendship bonds that can protect against bullying. Where children with SEN and disabilities are themselves found to be bullying, in most cases (except those related to specific conditions) schools should expect the same standards of behaviour as those which apply to the rest of the school community, having made the reasonable adjustments necessary.

Prevention

It is the responsibility of all within the school to maintain the ethos and uphold a positive behaviour management strategy in line with our behaviour policy. Pupils need good role models to help them develop their own self-discipline. We are committed to:

- focus on what is going well
- give plenty of praise
- draw attention to good behaviour
- give clear and regular reminders of what is expected
- talk to the children about good behaviour and good manners
- set an example in dress, manner, courtesy and care
- hold regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- making sure our response to incidents of bullying considers:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - needs of any bystanders
 - our organisation as a whole.

Similarly, all staff should be treated with respect. If an adult feels bullied by another member of staff, parent or governor they should immediately report this to the headteacher. If their complaint concerns the headteacher they should speak to the deputy headteacher who will inform the Chair of Governors.

Strategies for preventing bullying

1. Staff will make pupils aware of the problems caused by bullying through:
 - whole school discussion facilitated by themed assemblies
 - class discussions
 - group discussions
 - talking with individual pupils
 - child friendly Anti-Bullying policy

2. Bullying themes incorporated into “circle time” through the PSHE curriculum using strategies from Caritas In Action.
3. Themed weeks take place each year to highlight the effects of bullying. (Anti-bullying week, Online Safety week).
4. Our school rules are ‘Ready, Respectful and Safe’. These are embedded and reinforced regularly.
5. Class rules based on ‘Ready, Respectful and Safe’ are established at the beginning of the school year to promote and reinforce positive behaviour in class.
6. Online bullying is discouraged through our Online Safety policy.

Procedures

- Bullying incidents are reported to staff.
- All staff will ensure incidents are reported to a member of SLT.
- Bullying behaviour or threats of bullying must be investigated in a timely manner.
- Incidents will be recorded factually on CPOMs and a member of SLT will be alerted.
- In serious cases parents will be informed and will be asked to meet with an identified member of staff to discuss the incident.
- Children who bully will be helped to reform their behaviour.

Outcomes

- The individual will be asked to apologise either in verbal or written form.
- If possible the children will be reconciled.
- After the incident has been investigated and dealt with, monitoring will take place to ensure repeated bullying does not take place.
- Children are offered appropriate intervention.
- Our wellbeing coordinator will work with victims and perpetrators where necessary.
- In serious cases, suspension or exclusion will be considered.

Parents

Parents can help support the policy in the following ways:

If you feel your child has been bullied:

- Calmly talk with your child about his/her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened. Reassure your child that he/she has done the right thing to tell you about the bullying.
- Do not confront the bully or their parents directly, as this can complicate the situation and cause unnecessary distress to all parties involved.

- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage them from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.
- Allow sufficient time for the teaching staff to deal with the situation and for any remedial action to take effect. Ultimately, if you are not satisfied with the outcome and feel that the situation has not been dealt with appropriately, you can complain.
- Ensure that you follow the correct procedures as detailed in the relevant policy (available on the school website. Hard copies can also be requested).