

St Gildas' Catholic Junior School



“Through our actions we will try to live as Jesus lived.”

Anti Bullying Policy

January 2014

Consultation Process

The development of the St. Gildas' School anti-bullying policy is a process in which all members of the school community have participated. The process has been one of consultation and collaboration and a real commitment to shared responsibility. It is acknowledged that pupils, parents, Governors and all school staff have a crucial role to play in its development and implementation.

The school has formulated a policy to be implemented by all members of the school community and has a clear action plan for addressing the issue of bullying. The emphasis is on prevention and promoting a positive school environment which fosters understanding and respect for each other, supported by an effective whole school Behaviour Policy.

Bullying: A definition

Bullying may be verbal, physical or psychological in nature and is generally repeated over a period of time, bringing with it the fear of future recurrences. It is characterised by a power differential – dominance of one child over another more vulnerable child.

In St. Gildas' School, bullying will not be tolerated. It is everyone's responsibility to prevent it happening and to ensure that every child is able to enjoy his/her learning and play time free from unkind action, name calling, intimidation or aggression.

To achieve this, the school will:

- Raise awareness and develop an environment within which bullying is unlikely to occur.
- Promote good discipline and acceptable patterns of behaviour among pupils based on respect for each other and respect for authority.
- Establish a consistent whole school approach based on the School **Mission Statement** and **Equalities Policy**.
- Create a climate of security and trust in school where pupils are encouraged to share and discuss their difficulties, where they feel it is "safe to tell", knowing that there will be an immediate, effective response.
- Ensure that children know they can go to Mrs Dias or any other adult of their choice to share any concerns or to use the 'Listening Box' if they prefer.
- Be vigilant in detecting early signs of distress in pupils – deterioration of work, spurious illness, isolation, the desire to remain with adults, erratic attendance – which may be the outward signs of bullying.
- Encourage parents to contact the school immediately if they think that their child is being bullied.

- Address the topic of bullying through the curriculum and pastoral care. An integral approach to teaching through key programmes: RE, SEAL, and PSHE will be adopted. Opportunities will be created through activities such as “Circle Time”, assemblies, role play and Drop In Club at lunchtime.
- Give guidance to pupils on how they can acquire the skills for working collaboratively and resolving conflict and help children develop positive strategies and assertiveness. The Learning Mentor provides programmes of support to build confidence and self esteem.
- Act promptly and firmly, record and investigate any report and take appropriate action in accordance with the School Policy.
- Promote a sense of responsibility among pupils so that they will support each other by reporting any instances of bullying. The School Council will have a designated role in promoting the school policy.
- Give advice, help and support to victims of bullying and help for bullies to change their behaviour. Use peer group support to actively discourage bullying.
- Make clear to all pupils and their parents the consequences of bullying and the sanctions which will be used.
- Request help from Support Services and the Educational Psychologist where necessary.
- Ensure that the policy is known, understood and implemented by the whole school community.

This policy should be implemented along with the School Behaviour Policy and Equalities Policy.

Procedures for Responding to Reports of Bullying

1. Listen carefully and record all incidents and discussions with all the children involved.
2. Offer the victim immediate support and help by putting the school’s procedures into operation.
3. Investigate the report thoroughly.
4. It may be appropriate for the children involved to record the events in writing.
5. Make it clear to the bully that his/her behaviour is unacceptable.
6. Report the details to the Headteacher verbally and complete the **Incident Report Form**. Decide on the action to be taken and implement it promptly.

7. The Headteacher will involve parents, explain the action taken in school and discuss what the parents should do to reinforce and support the school policy.
8. Follow up the incident to support the victim, to prevent recurrence and to respond appropriately to the impact in the wider class/school situation.
9. Inform other staff members of the events causing concern so that the continued interaction between the children involved can be closely monitored throughout the school.
10. Make arrangements with parents to review the situation at regular intervals