



# St Patrick's Catholic Primary School

## & Nursery

### Anti Bullying Policy

#### Aim

The aim of our anti-bullying policy is to ensure that all 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 our school.

#### Definitions

Bullying is different from quarrelling. Bullying is defined as deliberately hurtful behaviour without any obvious reason, repeated over a period of time. It is generally difficult for those being bullied to defend themselves. Bullying is not easily solved or ended whereas a quarrel can be sorted out quite easily. Quarrels happen when someone is angry or bad-tempered, bullying happens when people are quite calm, they are just being unkind. A person can be bullied by one person or by more than one person. It is often older children who bully younger ones, but sometimes younger children bully too. The three main types of bullying are:

- physical (hitting, kicking, theft, demanding money)
- verbal (name calling, teasing, taunting, racist remarks)
- indirect (spreading rumours, gesturing, messing about with other people's things, making someone do something they don't want to, 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.

All staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

#### Implementation

##### School staff

The following steps **may** be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the Headteacher
- the Headteacher will interview all concerned and will record the incident
- class teachers will be kept informed
- parents will be kept informed
- rehabilitative measures will be used as appropriate and in consultation with all parties concerned.
- Governors will be informed

Pupils who have been bullied will be supported by:

- knowing that they can tell any adult in school or tell a friend who will tell an adult for them or that they can write down their anxieties and post them in special boxes set up by the School Council in every classroom and in the Entrance Hall
- offering an opportunity to discuss the experience with their 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 they became involved
- establishing the wrong doing
- establishing the need to change
- creating the right climate for change to take place
- developing strategies to encourage and maintain 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
- keeping the bully off the playground at break and/or at lunchtime
- exclusion from certain areas of school premises
- minor fixed term exclusion
- major fixed term exclusion
- permanent exclusion.

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

### **Background Information**

This policy was drawn up with reference to the School Standards and Framework Act 1998. According to this act we have a legal duty to draw up procedures to prevent bullying among pupils and to make sure that staff, parents and pupils are all aware of these procedures.

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

The school will review this policy annually and assess its implementation and effectiveness. Review November 2019

Signed .....Headteacher

Signed.....Chair of Governors Date.....