



Our Lady of Lourdes Catholic Primary School

Anti-bullying Policy

Date	Review Date	Coordinator	Nominated Governor
September 2019	September 2021	S.Nutman	Personal Development Behaviour and Welfare Portfolio Holder

Statement of Behaviour Principles

In our school positive behaviour is encouraged by asking pupils and staff to follow the ***Our Lady of Lourdes Way***. The school community is encouraged to follow these guidelines that are based on our Christian mission statement and our shared core values.

Core Value	Our Shared Aim
<i>Understanding</i>	We treat others as we want to be treated.
<i>Kindness</i>	We make others feel valued by what we do and what we say. We care for everyone in our community because we belong to the school family
<i>Respect</i>	We make the right choices. We recognise that everyone is a child of God
<i>Faith</i>	We love God and one another. We believe in ourselves and have a go!
<i>Excellence</i>	We try to be the best we can. We join in with our learning because we want to do well.
<i>Responsibility</i>	We look after our environment. We know that we are responsible for what we do

Our principles are that:

- Staff and pupils will follow the ***Our Lady of Lourdes Way***.
- We recognize that we are all able to make mistakes and we can learn from them. Our ***faith*** in God means that we must enable each other to move forward when we make a wrong choice through reconciliation and a positive approach to behave better in the future.
- We recognise that we are all children of God and therefore we aim to love one another despite our differences. We will treat each other with ***respect, kindness and understanding***.
- We make others feel valued by what we do and what we say and we will ensure that we do not treat others badly because of their differences.
- We will take ***responsibility*** for our actions to ensure that everyone can do well.
- We aim for ***excellence*** and so we ask that everyone applies our policy consistently so everyone is treated fairly.
- We celebrate our achievements together.
- When things go wrong the staff will take quick and effective action to keep everyone safe and ensure that poor behaviour is managed well.

Anti-bullying Values

At Our Lady of Lourdes, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our schools fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

At Our Lady of Lourdes, we nurture and encourage a climate where all children feel safe and confident. Through the curriculum and ethos of the school we promote the spiritual, moral, cultural and emotional development of each child. Throughout their school life, we seek to prepare children for the responsibilities and experience of adult life. We do this by reinforcing positive behaviour and providing a caring and responsive attitude to their needs.

Aims

- To create an ethos that makes everyone in the school community feel valued and respected.
- To promote good behaviour by forging sound working relationships with everyone involved with the school.
- To promote self-discipline and proper regard for authority among pupils.
- To prevent all forms of bullying among pupils by encouraging good behaviour and respect for others.
- To maintain consistency in applying behaviour management throughout the school through the application of this policy.
- To protect children from the all safeguarding risks.
- To ensure compliance with all relevant legislation connected to this policy.

What is bullying?

Bullying is unacceptable behaviour used by an individual or group that intentionally hurts another individual or group either physically or emotionally in order to give a feeling of power, status or other satisfaction to the bully.

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	Being unfriendly, mocking, tormenting, threatening gestures, damaging or hiding personal belongings threatening gestures)
Physical	Pushing, spitting, kicking, biting, hitting /punching or any use of violence, stealing personal belongings
Racial	Racial taunts, graffiti, gestures, religious intolerance
Sexual	Unwanted physical contact, sexual gestures, sexually abusive comments
Homophobic (LGBT)	Insulting language, accusations about sexuality
Direct or Indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing threats

Cyber Bullying	Abusive email and internet chat Twitter, Facebook and other social media misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities, I- pad, games consoles
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Bullying is not:

- Minor disagreements between friends, although these may need some strategies to help the children if one or more is upset by them.
- Hot-headed situations when a child lashes out in anger or frustration
- Bossiness

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

Is unwilling to go to school	Becomes aggressive, abusive, disruptive or unreasonable
Feels ill in the morning	Performance in school work begins to drop
Becomes withdrawn, anxious or lacking in confidence	Cries themselves to sleep at night or has nightmares
Has unexplained cuts or bruises	Is frightened to say what is wrong
Has changes in eating habits	Gives improbable excuses for their behaviour
Comes home with clothes torn, property damaged or 'missing'	Asks for money or starts stealing money
Starts bullying others	Is afraid to use the internet or mobile phone
Is nervous or jumpy when a cyber-message is received	Starts stammering
Threatens or attempts self-harm or attempts to run away	Threatens or attempts suicide

What causes bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever

- for fun
- because they are being bullied themselves (in or out of school)
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How we avert bullying

At Our Lady of Lourdes we all aim to:

- respect and value other people, their property, beliefs, feelings, work and abilities
- directly teach children about positive behaviour as part of our curriculum
- deal with all matters in a sensitive and, where appropriate, confidential manner
- deal with incidents of bullying behaviour immediately
- be aware and considerate of the situations of both the victim and the bully
- listen to the children and hear their points of view
- develop children's self-esteem and empower them to confront and deal with issues independently e.g. teach them to say "stop it, I don't like it!"
- be good role models to the children through the Gospel Values
- listen to parents' concerns and worries and deal with the matter in an appropriate manner
- deal fairly and consistently with all reported incidents of conflict and bullying and inform parents about any action taken in view of their concerns. It is vital that there is follow-up action as this will further help reduce continued incidents of bullying
- complete online record sheets on safeguard when incidents arise
- be in charge and maintain order so that everyone benefits from a positive environment
- correct bullying behaviour in a way that avoids humiliation
- work for repairing and rebuilding attitudes and relations through resolution
- Highlight the importance of anti-bullying initiatives through specific celebrations or events

Working with our Parents

Our children need your confidence and understanding. This can be gained by:

- listening to your child and let us know of any small worries
- trusting your child but bear in mind that s/he may not give you the full story and may use emotive language
- working with the school to ensure your child achieves high standards of behaviour and letting your child know what is expected of them. All children will all be made aware of their class rules and the ***Our Lady of Lourdes Way***
- not telling your child to "hit back" at school. We are committed to showing them other ways of sorting out difficulties and arguments, if you are not happy with the way things have been resolved or discussed, please let us know.

Stages of Action

Depending on the nature of the incident, a reported and/or witnessed incident of bullying would initially be dealt with by the class teacher. The incident would be discussed with the children to ensure that both parties fully understand the seriousness of what has occurred. Attempts would be made to understand why the incident arose and appropriate action taken. This might include some or all of the following:

- Putting their card down
- keeping the perpetrator in at playtimes/lunchtimes
- withdrawal of privileges e.g. missing Golden Time

- referral to the senior leadership team
- speaking to both sets of parents or carers regarding the incident as appropriate.

Procedures to deal with serious persistent bullying

If the behaviour continues or if the incident is more significant the Head or Deputy Headteacher will meet with victim/s and perpetrators/s separately. The matter will be discussed informally, involving both sets of parents/carers if appropriate. A clear verbal warning will be given to the perpetrator(s) of possible action if another incident occurs. This could include internal exclusion, fixed term exclusion or exclusion. The victim will be made aware of ways in which a further incident will be brought to the attention of staff. Attempts will be made to repair and rebuild relationships.

What about the victim?

We aim to support, protect and reassure by:

- setting in motion the agreed procedures including consequences
- working with our parents
- encouraging them to talk about their feelings
- teaching them coping strategies for low-level bullying
- reviewing their situation regularly

What about the perpetrator?

We aim to encourage the child to admit, acknowledge, apologise and atone by:

- explaining what is expected of the perpetrator, referring to the ***Our Lady of Lourdes Way***
- rewarding achievement when behaviour changes
- having agreed procedures followed and making next steps clear to the child and the child's parents if the bullying is serious
- teaching and modelling correct behaviours

What is the role of pupils?

- Pupils must know that they can always speak to a teacher, teacher assistant or other trusted adult in school about their concerns
- Pupils must know that they can raise concerns in the 'need to chat' tins
- we ask children to always tell someone if they feel bullied it is not possible to help unless somebody knows what is happening.

Prevention

At Our Lady of Lourdes we use a variety of methods for helping children to prevent bullying through class assemblies, collective worship, PSHE sessions, SMSC Curriculum, the school, Anti-bullying week focus and E-Safety training,. Children are also consulted through in-school pupil questionnaires. The results of these questionnaires are promptly responded to by staff. The ethos and working philosophy of Our Lady of Lourdes means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss

bullying. This will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff will reinforce expectations of behaviour as a regular discussion. Take part in Anti-Bullying week. Staff must be careful not to highlight differences of children or an individual child. This gives other children advocacy to use this difference to begin calling names or teasing. Staff must be vigilant regarding groups of friends together. Groups bring about the imbalance of power and must be broken up from around the central bully. Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. This must be reported to the Headteacher and Safeguarding Lead. Incidences of bullying should be recorded on the school electronic Safeguard system. This would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying. Confirmed cases of bullying must be recorded and forwarded to the local governing body. All incidents of bullying will be discussed with all staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

Role of the Anti-bullying Coordinator

It is the policy of the school to have a named Anti-Bullying Coordinator whose role is to:

- Oversee the anti-bullying policy and review it every year
- Give the issue of bullying a high profile across the school including holding a Friendship Week/Anti-Bullying Week every year.
- Attend training and feedback to staff
- Take into consideration the views of children through school council
- Provide resources and training to the school community
- Coordinate issues which arise and to keep everybody informed
- Meet with the Head teacher regularly to discuss class bullying records/data
- Deal with or delegate bullying issues as they arise
- Keep up-to-date with current practice

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

Headteacher:		Date:	
Chair of Governing Body:		Date:	