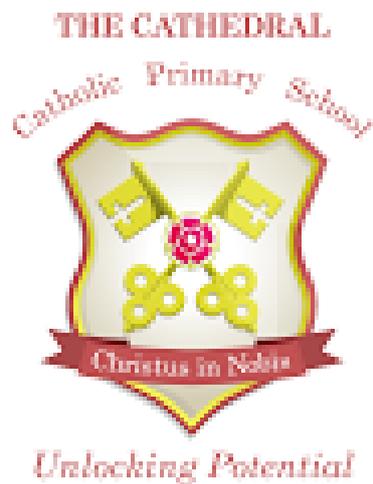


Anti-Bullying Policy



“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.”

Ephesians 4:29

INTRODUCTION

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive children can be drawn in by group pressure. If there is teacher intervention in class learning time, this affects the whole class. Bullying is not an inevitable part of school life although it is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. We aim to protect our children within school from the aggression and violence they are subject to around them.

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

At The Cathedral School, we believe that the children have the right to learn in a supportive, caring and safe environment without fear of being bullied. All schools contain some numbers of children with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. Within school it is made clear that bullying is a form of antisocial behaviour. It is **WRONG** and will not be accepted and the emphasis is always on more positive aspects of behaviour through assemblies, collective worship and individual and group talks. This policy applies to child to child, child to adult, adult to adult, adult to child. It applies to the whole school community, irrespective of race, gender, ability or faith.

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:-

- **PHYSICAL** A child can be physically punched, kicked, hit, spat at, etc.
- **VERBAL** Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.
- **EXCLUSION** A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- **DAMAGE TO PROPERTY OR THEFT** Children may have their property damaged or stolen. Physical threats may be used by the bully in order that the child hands over property to them.

OUR AIMS

- To promote a secure and happy environment within the school, free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on positive self-esteem and friendship.
- To show commitment to overcoming bullying by staff awareness and intervention.
- To make staff aware of their role in fostering the knowledge and attitudes that will be required to achieve the above aims.

Within school, in keeping with the Anti-bullying Policy:-

- We are organised in order to minimise opportunities for bullying, eg. Clear procedures, practices in and around the school environment, adequate supervision at problem times.
- Opportunities are taken to discuss aspects of bullying, and the appropriate way to behave towards each other, eg. part of the in-built collective worship.
- Issues are dealt with quickly, firmly and fairly with the children involved, informing parents when school considers it necessary.
- The school staff are part of a firm but fair discipline structure which is understood and used by all.

- Teaching materials and equipment, which may give a bad or negative view of any group because of their ethnic origin, sex, etc., are discouraged.
- Children are encouraged to discuss how they get on with other people and to form positive attitudes towards other people. This includes reviews of what friendship really means. This is constantly re-enforced at all levels.
- The staff at The Cathedral Catholic Primary School encourage children to treat everyone with respect.
- At The Cathedral, bullying is treated as a serious offence and every possible action is taken to eradicate it from within the school

STAFF RESPONSIBILITIES

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible, and take appropriate action by:
 - Welfare Ladies, Teaching Assistants, Class Teachers who witness or who are told of the incident
 - discussing with the children,
 - parents being informed either through the home link book, a more formal letter, a phone call or an invitation to come into school and discuss, initially with class teacher.
 - The incident being referred to the head of the key stage, the deputy head and ultimately the Headteacher.
- Staff teachers to keep an incident log in their classes if the offenders are constantly exhibiting bad behaviour.
- A more formal log is built up if the behaviours exhibited become increasing cause for concern.
- Children's names and dated behaviours are recorded in an incident book in Headteacher's office when behaviour is deemed very serious.
- To foster a positive ethos through teaching and learning opportunities, PSHE, circle time, assemblies, to challenge bullying behaviour.

CHILDREN'S RESPONSIBILITIES

- Children are encouraged to develop a positive self image and respect for others.
- The need to understand to:
 - Keep hands to self
 - Keep feet on floor
 - Only say nice things to and about each other
- Buddies should try to aware of any incidents on the playground and help other children accordingly.
- Members of the School Council have the opportunity to discuss concerns.

MONITORING OCCURS:

- Informally through staff discussion, parent/staff discussion and by observing the children
- Through home link records
- Through formal log
- Through incident file

PARENTS CAN:

- Contact school at any time if they have concerns
- Meet with appropriate staff to discuss incidents
- Have follow-up meetings to ensure strategies have been put in place and that the incident is still being monitored

PREVENTION

School takes every effort to keep anti-social behaviour to a minimum by:

- Rewards celebrating good behaviour
- Encouraging children to have respect for all members of the school community
- Ensuring friendship themes are constantly revisited throughout all aspects of school life
- Ensuring children's voice is heard in circle time
- Buddies are well trained and understand their role
- Open door policy • issues are discussed at staff meetings
- Staff awareness raising through INSET. These anti-bullying procedures supplement the behaviour policy that is an integral part of the whole school ethos, based on the Mission Statement and the rights of each individual. It is relevant within the school day, on school visits, residential visits and after school clubs.

Whilst the staff and governors have no responsibility for actions taken beyond the school day and outside the school premises, they are aware that they may have repercussions within the day and will look at them in context.