

*Loved and inspired by Mary... We shine and learn as a family of God.*

### **Anti-Bullying Policy**

The policy is a statement of the aims, principles and strategies in dealing with bullying at St. Mary's Catholic Primary School. We encourage a mutually supportive atmosphere and aim to foster love and respect for ourselves and each other as expressed in our School Mission Statement.

This policy will be reviewed regularly.

Definition of bullying at St. Mary's.

At St. Mary's all members of staff are aware of incidents which may be classed as bullying. Bullying is generally more serious than the usual forms of unacceptable behaviour, and should always be brought to the attention of the Headteacher or Deputy Headteacher, whenever it is suspected.

#### **Bullying is:-**

- Deliberately hurtful behaviour
- It is repeated over a period of time
- Those being bullied have difficulty defending themselves

As a staff we always try to be aware of what goes on in our school but at times interaction in the classroom and playground can make this difficult.

#### **The three main types of bullying are:-**

- Physical – hitting, kicking, taking belongings etc.
- Verbal – name-calling, insults, racist remarks, homophobia.
- Indirect – spreading nasty stories, exclusion from social groups etc.

#### **In bullying, a form of 'power' is exerted over the victim. This power may be due to:**

- greater physical strength
- age advantage
- greater numbers (e.g. 3 against 1)
- greater intellect or ability
- greater social or peer standing

#### **Some children are more likely to be bullied than others. Such children include:-**

- those lacking close friends
- shy children
- those who are overprotected at home
- ethnic minority pupils
- some special educational needs children, including those with disabilities
- children who stand out as being 'different'
- some children are 'provocative' victims – a child who behaves inappropriately – being a general

nuisance.

## **Managing Incidents**

- If any of the staff at St. Mary's suspect a case of bullying, it is reported to and discussed with the Headteacher.
- All members of staff are made aware of the situation, which is monitored carefully for a number of days – usually two to three days.
- If the reported behaviour continues to give cause for concern, then there is intervention by the Headteacher. The children involved are made aware that they are being observed.
- If behaviour does not improve, parents will be informed. In serious instances parents will be informed immediately by a phone call.

## **Parent complaint to school**

- If in the first instance a parent approaches a member of staff making a complaint about bullying against their child, they are listened to sympathetically and assured that the situation will be monitored
- The child who is being bullied, and those doing the bullying will be spoken to individually and together as a group. This will be done immediately. All members of staff will be made aware of the complaint, the behaviour of those involved will be observed.
- After two to three days depending on what is observed the Headteacher will take appropriate action. The parents will be contacted to ensure they are satisfied with the actions taken. If parents still dissatisfied then approach may be made to an appropriate Governor e.g. S.E.N. or Child Protection Governor.

## **Sanctions**

Each incident will be assessed accordingly and individuals dealt with as appropriate – which may include:-

- missed playtimes
- exclusion from extra curricular activities
- exclusion from school

## **Strategies to prevent incidents of bullying:**

- Circle time – P.S.H.E.
- Friendship Corner
- Playground games
- Training
- In-house for staff and teaching assistants
- Staff/Governor Training from LEA
- Other outside agencies

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