

# St Mary's Catholic Primary School & Nursery

## Policy for Racism, Bullying and Harassment

### Mission Statement

By working together at St Mary's Catholic Primary School and Nursery we aim through Jesus Christ to share God's love, helping our community to learn, grow and make a difference

### What is bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms. It is difficult for victims to defend themselves against it.

We understand that bullying can be: -

- *Emotional* being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- *Physical* pushing, kicking, hitting, punching or any use of violence
- *Racist* racial taunts, graffiti, gestures
- *Sexual* unwanted physical contact or sexually abusive comments
- *Homophobic* because of, or focusing on the issue of sexuality
- *Verbal* name-calling, sarcasm, spreading rumours, teasing
- *Cyber* All areas of internet, such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities

### Why is it important to respond to bullying?

- Bullying hurts.
- Bullying ruins lives
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- So that people will know what to do and bullying can be dealt with
- The school will be a better place
- To make our school a safer place
- To stop people being bullied and help the bullies become better people
- So that everyone is confident about school

### Objectives of this Policy

- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated, this includes bullying on social media sites.
- That it will be understood that everyone needs to take responsibility for bullying
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

### **Signs and Symptoms of bullying**

We think that children may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child;

- Is frightened of walking to or from school
- Is alone all the time
- Not doing well in lessons
- Doesn't want to talk to anyone
- Is aggressive
- Shows unusual behaviour
- Appears depressed
- Becomes withdrawn or lacking in confidence
- Starts stammering
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or regularly go missing
- Asks for money or starts stealing money
- Has dinner or other monies continually lost
- Has unexplained cuts or bruises
- Is bullying other children or siblings
- Doesn't want to come to school
- Is frightened to say what is wrong

### **Strategies to combat bullying**

We aim to include the following in our teaching:

- SEAL groups
- Befriending
- Circle of friends
- Mediation by adults
- Mediation by peers
- One to One support with and adult if necessary.

### **Formal Action**

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy and will include: -

- Withdrawal of break or lunchtime privileges
- Parental Involvement
- Banning the pupil from a school trip or sports event if these are not an essential part of the curriculum
- In school exclusion
- Fixed period exclusion
- Persistent and violent bullying can lead to permanent exclusion.

## **Dealing with bullying incidents**

In dealing with bullying incidents, we will observe five key points.

- We will not ignore bullying.
- All allegations of bullying are brought to the Headteacher's attention
- Staff should not make premature assumptions.
- All accounts of the incidents should be listened to fairly.
- We will make every effort to adopt a problem-solving approach, which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.

## **Records**

The school will keep records of all incidents and the school's response.

## **Advice to bullied pupils**

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSCHÉ ethos.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

## **The role of adults in school**

- Employees must take care for the reasonable care for the health and safety of others at work, this includes pupils and other members of staff.
- Employees must co-operate with the Working in Partnership Policy.
- Employees must be aware of their responsibility in using social media appropriately and sensibly.

## **The role of parents**

Bullying is everyone's problem. All governors, staff, pupils and parents should be aware that bullying can exist and share a commitment to combat it and to make the school a happier place for everyone.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher/Headteacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying
- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

We will also contact the parents of the child being bullied, with explanations of the situation and what we are doing to resolve it.

From this sanctions and outline plans will be agreed.

We will follow up the bullying child's behaviour and further bullying will result in exclusion.

We will ask parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a member of staff/Headteacher straight away
- Make an appointment to see the child's teacher/Headteacher as soon as possible
- Regularly review the websites children are accessing to ensure their use and practice on-line is safe. (Please refer to the E-Safety Policy which can be sought from the school website and/or the main school office for further information)

Reviewed by Governors:                      October 2017

Date of Next Review                              October 2019