

Holy Family Catholic School Anti-Bullying Policy



*We live, love and learn together in the light of God by...
praying together
learning together
playing together
and
respecting each other.*

This Anti-Bullying Policy has been created in consultation with our children, staff, parents and Governors, who firmly believe that at Holy Family School:-

- Everyone has the right to learn and play in peace and safety
- Everyone has a duty to show respect and consideration for others
- Everyone has a duty to show respect for the belongings of others
- Everyone has a duty to TELL if any child is being treated disrespectfully or bullied, by another child or children

The aims and objectives of this policy are supported through HFCS Safeguarding and Child Protection Policies.

Bullying behaviour is wrong, anti-social, unacceptable at our school and **will not be tolerated**. We are a TELLING school. This means that *anyone* who knows that bullying or bullying behaviour is happening is expected to tell a member of staff.

Aims of the Policy

- To provide a supportive, caring and safe environment in which all pupils have the right to learn and develop to the best of their ability without the fear of being bullied
- To promote the positive values of citizenship within the context of our Catholic ethos and Mission Statement
- To support pupils for whom managing their personal behaviour can sometimes be a challenge
- To ensure a fair and prompt system for dealing with any complaints about bullying or bullying behaviour

Objectives

- That all governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying and bullying behaviour is
- That all governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying or bullying behaviour is reported

- That all pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- That pupils and parents are confident that we take bullying seriously and that they will be supported when bullying is reported
- That all governors, teaching and non-teaching staff, pupils and parents have a shared understanding that children with the disability ASD (Autism Spectrum Disorder) may not have sufficient understanding or awareness that certain behaviours directed towards others may be undesirable or that they might be construed as bullying.

What is bullying?

Bullying is deliberately hurtful behaviour repeated often over a period of time. (*DfES*)

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. (*Kidscape*)

Bullying is when people are mean to someone or hurt them on purpose. (*Childline*)

Bullying can be any occasion where someone deliberately intimidates or harasses another. (*Childline*)

Bullying is:- being called names, being teased, being hit, pushed, pulled, pinched or kicked, having bags and possessions taken, being ignored or left out. (*pupils of Holy Family Catholic School*)

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

Physical

A child can be physically punched, kicked, hit etc.

Verbal

Verbal abuse can take the form of name calling, teasing, spreading rumours etc. 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

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

Cyber

*All areas of internet, such as email and internet chat room misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology, i.e. camera and video facilities*

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Holy Family Catholic School has a responsibility to respond promptly and effectively to issues of bullying.

Guidelines for Pupils

Bullies are bullies because they do it for fun or they have been bullied themselves. If you believe you are being bullied, this is what you can do:-

- Walk away, avoid them, ignore them
- Ask your friends or someone you trust to help
- Stick up for yourself
- Tell the person who is bullying how you feel

IF THAT DOES NOT WORK, THEN YOU MUST

- TELL your teacher or an adult in school you feel comfortable talking to
- TELL your parents

Guidelines for Parents

- Look for unusual behaviour in your child e.g. suddenly not wishing to attend school, feeling ill regularly, withdrawn, anxious or lacking in confidence.
- If you feel your child may be a victim of 'bullying behaviour', inform the School IMMEDIATELY. Your complaint will be investigated and appropriate action taken.
- It is important that you advise your child to TELL and not retaliate. Explain to your child that it is not their fault and they can do something about it.
- Make sure your child fully understands our School Policy concerning bullying and encourage them to ask for help.

Useful websites are:- www.kidscape.org.uk or www.childline.org.uk

Holy Family Catholic School staff and governors are fully aware of the ease in which children can be bullied via mobile phone, email and social networking sites. Our staff and governors will do everything in their power to address and eradicate cyber bullying on or off school premises as long as we have been made fully aware of any such situation.

Parents are regularly made aware through the Friday Letter communication that pupils under the age of 14 are not legally allowed to operate a social networking account on sites such as Facebook.

Pupils are not allowed to bring their mobile phones into school and pupil access the internet in school time is supervised.

School has in place E-Safety and Safe Internet Use Policies.

Guidelines for Teachers

At all times teachers will refer to the behaviour (bullying behaviour) and not the person (bully).

If systematic bullying behaviour is suspected then talk to the suspected victim, the suspected bully and any witnesses.

If any degree of bullying behaviour is identified, the following actions will be taken:-

Support for the victim/s in the following ways:

- Offer an immediate opportunity to talk about their experience with their class teacher, teaching assistant, learning mentor or another adult member of staff of their choice
- Inform parents/guardians and appropriate teaching and learning staff
- Offer continuing support when they feel they need it
- Keep the parents informed
- Follow the Disciplinary Procedure as detailed in this Policy

We discipline, yet try to help the child/children who demonstrate bullying behaviour in the following ways:

- Give a clear message that bullying behaviour is a serious breach of our Behaviour Policy
- Talk about what happened, to discover why they became involved (this would be handled by the class teacher and/or teaching assistant)
- Inform parents/guardians and appropriate teaching and learning staff
- Follow the Disciplinary Procedure as detailed in this Policy

Behaviours of children with ASD and the characteristics of bullying behaviours

Some children attending HFCS may have a diagnosis of an autism spectrum disorder. This means that they are likely to have a limited ability to comprehend that they may be engaging in activities which have the characteristics of bullying behaviour. These children are likely to be unaware that certain behaviours are socially unacceptable. For example: one child may develop an obsession with another child which may cause distress or anxiety to the recipient. Such behaviour might include wanting to be near the 'target' child or having an interest in making physical contact with that child.

Staff need to be skilful in observing the outcomes of the behaviours and establishing the function of a behaviour in order to identify an appropriate strategy.

In such circumstances staff should report concerns directly to the DSP for Safeguarding and Child Protection who in turn will liaise with school Learning Mentors Mrs. J. Lloyd and Mrs. J. Jones to secure the implementation of a support strategy for the child causing concern. Alongside this clear steps will be taken to ensure that the 'target' child and parents (if appropriate) are supported to understand the circumstances of the situation.

Disciplinary Procedure

1. All complaints will be recorded in the School Behaviour Log.
2. The complaint will be investigated by the Headteacher or Deputy Headteacher.
3. If the complaint is found to be true, the child accused of bullying behaviour will be officially warned to stop offending and immediate sanctions e.g. loss of playtime privileges will occur.
4. If there is a reoccurrence of the bullying behaviour by the same child, this will be recorded in the School Behaviour Log, sanctions will be imposed and parents will be called to a meeting with the Headteacher or Deputy Headteacher.
5. Behaviour Management support will be organised if appropriate and available.
6. If there is a third reoccurrence of the bullying behaviour by the same child, then the child will be immediately sent home and suspended for the next day. The child and parents will then meet with the Headteacher and Deputy Headteacher upon return to school and a firm and clear warning will be administered.
7. If the bullying behaviour still continues, the child will be excluded from school at lunchtime for one week.
8. If they then carry on they will be recommended for exclusion and school will follow LA guidelines.
9. If the child chooses to continue the bullying behaviour, he/she will be recommended for permanent exclusion.

This policy was reviewed by School Council on 19th September 2012 and agreed by Governors, staff and School Council in November 2012.

Signed _____ Chair of Governors

Date _____ 2012