



*in God's hands*

## **St Ignatius Primary School Anti-Bullying Policy**

Policy Originator	St Ignatius Primary School
Governor Responsible	Lourdes Keever
Status	Statutory
Last reviewed	October 2017
Ratified on	
To be next reviewed	October 2018
Signed	

## **St Ignatius Anti-Bullying Policy**

This policy is based on DFE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also takes into account the DFE statutory guidance "Keeping Children Safe in Education" 2016.

The school has read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

### **Statement of Intent**

At St Ignatius School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We uphold our PEARL values and nurture our Catholic ethos by encouraging the values of friendship, thankfulness, forgiveness and trust. We will develop children's self esteem and sense of worth by creating an environment in which they feel positive about themselves.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

The children are encouraged to remember:

SEE IT, SAY IT, STOP IT!

### **What Is Bullying?**

Bullying is 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. (DFE "Preventing and Tackling Bullying", July 2017)

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  
Including references to sexual orientation.
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber sending offensive, upsetting and appropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

### **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.

Staff have a responsibility to respond promptly and effectively to issues of bullying.

Pupils should be encouraged to discuss any problems in the first instance with their class teacher or another adult of their choosing.

Children who believe that another pupil is being bullied should be encouraged to bring this information to the attention of a member of staff.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff at St Ignatius School 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.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

## Signs and Symptoms

A child 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
- doesn't want to go on the public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Prevention of Bullying**

We will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Celebrate success and achievements to promote and build a positive school ethos.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools attention which involves or effects pupils even when they are not on school premises, for example when using school transport or online etc.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create 'safe spaces' for vulnerable children and young people.
- Regularly speak to the children and get their views on bullying (school council) and involve them in anti-bullying campaigns and embedding messages in the wider school curriculum.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Share with the children details of support, as well as helplines and websites (NSPCC, Childline).
- Train all staff including teaching staff, support staff (including admin staff, lunchtime staff) to identify all forms of bullying, follow the school policy and procedures (including reporting and recording incidents).

## **Responding to Bullying**

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- In any case of alleged bullying, the Headteacher, senior member of staff will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will provide appropriate support for the person being bullied-making sure they are not at risk of immediate harm and will involve them in any decision- making, as appropriate.
- The school will inform other staff members, and parents/carers, where appropriate.

- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behavior policy.
- Staff will use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).

## **Cyber-bullying**

The rapid development of, and widespread access to technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

The school recognises that technology plays an important and positive role in children's lives, both educationally and socially. It is committed to helping all members of the school community to understand both the benefits and the risks, and to equip children with the knowledge and skills to be able to use technology safely and responsibly.

When **responding to Cyber bullying** concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyber bullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include: looking at use of the school systems, identifying and interviewing potential witnesses, contacting the service provider and the police, if necessary.

### **Procedures to Prevent Cyber bullying:**

- Staff, pupils, parents and governors to be made aware of issues surrounding cyber bullying.
- SLT will regularly update and evaluate e safety practices to take into account the developments of technology and provide up to date advice and education to all members of the community regarding positive online behavior.
- Pupils and parents will be urged to report all incidents of cyber bullying to their parents/carers and their teacher.
- Staff CPD will assist in learning about current technologies.

- Pupils will be involved in developing and communicating this policy.
- Pupils will learn about cyber bullying through PSHE, assemblies, anti-bullying week activities and other curriculum projects.
- Pupils will take part in Internet Safety Day and in KS2 there will be a focus on Cyber bullying.
- Parents will be provided with information and advice on how to combat cyber bullying. Regular Internet Safety workshops will be organised for parents to attend.

All reports of cyber bullying will be investigated, recorded and monitored regularly.

The police will be contacted in cases of actual or suspected illegal content.

## **Extremism**

As a school, we will liaise closely with the local authority to address the issues surrounding radicalisation and extremism in schools that have been highlighted by Government inspections and relate specifically to issues of bullying.

We seek to ensure that our safeguarding policies and management procedures reflect the risks associated with extremism. ( Please read in conjunction with our Safeguarding Policy )

## **Involvement and liaison with parents and carers**

We will:

- Take steps to ensure parents know who to contact if they are worried about bullying and where to access independent advice.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.

## **Monitoring and review: putting policy into practice**

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The Head teacher will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.