



The
Rosary Trust
St Clare's Catholic Primary
School
Bullying Policy

Document Detail	
Category:	Curriculum Management
Authorised By:	Full Governing Body
Status:	Approved
Chair of Governors Signature	<i>Ann Marie Born</i>
Date Approved:	
Issue Date:	February 2025
Next Review Date:	February 2027

MISSION STATEMENT

With Jesus, we learn to love and love to learn

In our words and deeds we aim to follow the truths of the gospels, so that our daily lives may be living proof of our faith.

We aim to foster and develop the sense of belonging to the family of good, to affirm the values of the Catholic Church and to foster relationships with the home and parishes that we serve.

We aim to provide the opportunities for each individual to be aware of his/her holiness and importance to God.

The School aims to provide a secure caring environment in which all are valued and learn to value others.

The School will encourage openness and provide opportunities for all to be part of its growth and development.

In valuing the individuals within our School we aim to provide a rich and stimulating curriculum that will lead each child to his /her full potential. As appropriate we will build upon and develop the skills necessary for future life.

We seek to provide pupils with an intellectual foundation so that they may grow in knowledge, understanding and faith wherever they are on their faith journey.

Behaviour Policy – Bullying

At St. Clare's School we regard bullying as ~~particularly~~ serious and always take firm action against it.

We believe the best possible way to stop bullying is to prevent it before it has started. We teach our children that bullying can be physical, verbal, cyber or emotional. We encourage children to be able to identify these behaviours, to report any incidents they think may be bullying to staff and these to be acted on promptly.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities.

It might be motivated by actual differences between children, or perceived differences. (Preventing and tackling anti-bullying advice July 2017).

Bullying goes against the ethos of our School and its Mission Statement.

Incidents of bullying can include behaviours:

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching / kicking
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracizing
- Damaging school work and equipment
- Cyber bullying (use of texts/images, messaging on Social media apps , verbal abuse over games platforms)

The list above is not exhaustive but a guideline. One of these behaviours alone does not indicate bullying but it could be identified as such where a child is repeatedly and intentionally carrying out these actions out.

Reasons for bullying behaviour may occur:

At St Clare's, we believe that no pupil is born a 'bully' but through experiences they encounter may display bullying behaviours. We feel that to prevent these behaviours we teach our children how to identify bullying behaviour and prevent it by understanding what it is and why someone might carry out some of these behaviours:

- Victim of violence
- Enjoyment of power / creating fear
- Copying behaviour at home or on T.V., social media or experienced on gaming platforms
- Peer pressure to be part of a group
- Bullying behaviour can be carried out by a child from any background, culture, race, or sex.

At St Clare's, we create an environment where the children feel safe and confident to tell adults within the school or at home when they have witnessed or been a victim of bullying. Staff will deal with the issue promptly, after thorough investigation to ensure they are aware of all the facts and deal with the issue. Parents of all parties will be informed promptly of the bullying behaviours identified and the steps the school have taken to prevent further bullying.

Victims of bullying behaviour may themselves display different behaviour to what they would normally present. Staff should be aware of this and speak to pupils and parents promptly where behaviour does change.

- Withdrawn
- Deterioration of work
- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness / anxiety / fear
- Late arrivals
- Bed wetting and other signs noted in Special Needs policy.

We will support children to:

- Value themselves, their achievements and develop strong self-esteem
- Practice and develop emotional resilience and social skills to manage their feelings and work with others to resolve conflict calmly and correctly
- Know who to approach in school to report incidents of bullying
- Be actively involved in anti-bullying initiatives such as peer mediation
- Learn the skills needed to remain safe while using technology such as e-mail, internet and mobile phones
- Understand what bullying is and what it is not; to understand its effects and the best strategies to prevent and deal with it
- Recognise and value our differences and to respect other people's feelings and beliefs

Curricular approaches to bullying in dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils through our R.E., PSHE and work on British values about their relationships with others through the curriculum
- Ensure that the bullying stops and behaviours and attitudes improve over time
- Through our core values especially compassion, love and inclusion values

Strategies to combat bullying

We aim to include the following in our teaching:

- Playground Leaders
- Circle of Friends
- Support groups
- Mediation by adults
- Social Skills groups/Nurture groups
- Support worker (Brentwood Catholic Counselling Service)

Bullying behaviour can sometimes be misinterpreted as boisterous or poor behaviour.

Pupils, parents and staff need to be aware of what is classed as bullying and what is not. Bullying behaviour, as defined in the first section, is intentional, meant to hurt physically or emotionally and repeated over time.

Bullying / Bossiness and Bullying / Boisterous Behaviour

<p>Bullying</p> <p>Focused on smaller and timid children increasingly relying on threat and force.</p> <p>Willful conscious desire to hurt, threaten and frighten.</p> <p>Bullying</p> <p>Play spoiling other children’s activities, showing violence and hostility,</p> <p>Rough intimidating behaviour</p>	<p>Bossiness</p> <p>Ordering other children to do tasks – children chosen at random on the playground or playing nearby.</p> <p>Boisterous Behaviour</p> <p>More natural uncontrolled – not vindictive – high spirits, not unfriendly.</p>
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Boisterous behavior will be addressed when it occurs but these should be occurrences and by reporting and monitoring of behavior incidents within the school, staff will be able to quickly detect where instances of bullying rather “one-off” issues.

Contacting parents

All staff at St. Clare’s will follow this procedure:

1. In the first instance, all complaints to go to Class teacher (or MDA/LSA at lunch time), who will investigate bullying behaviour.
2. Adults will record all information disclosed on CPOMS.
3. Phase leaders should be consulted, if bullying behaviour is identified, the Assistant Head or Head teacher.
4. All parents of children involved should be contacted and the action taken explained to them. Opportunities should be given to explain what they can do to reinforce and support the action taken.

Where bullying behaviour has been identified, staff need to act promptly and work with all parties involved. Communication with parents is key to identifying the reasons why a child may bully another and support or sanctions clearly set out so everyone involved is aware of what is acceptable and what is not. Once behaviour has been investigated and identified, parents should be notified as soon as possible.

When, after discussion, we confirm a child has been bullying another pupil we will contact the parents/carers to discuss the issues.

We will ask the perpetrator's parents/carers 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
- 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
- Inform the school if they have any further concerns about their child's behaviour

From this discussion, sanctions and outline plans will be agreed.

We will inform parents that the school will follow up the perpetrator's behaviour and notify them that further bullying will likely result in further sanctions and possibly exclusion if behavior is not addressed.

We will ask the victim's 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 record of what the child has stated
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible

All staff must be mindful of the following:

Informal Procedure:

1. No blame policy - We tell an adult when we are unhappy – this is **NOT** telling tales.
2. Teach positive behaviours about bullying i.e.: that watching and doing nothing is supporting the behaviour.

3. Teach pupils to be aware of racist or sexist language. i.e. Equal Opportunities Policy.
4. Give support to both victim and bully. Victims needs self-esteem and self-value. Bully needs to work with others (co-operation rather than competition). Do not bully the bully – find out why they are bullying.
5. Reward non-aggressive behaviour in School.
6. Follow up, to support victim and prevent re-occurrence.
7. Make clear to parent unacceptability of bullying i.e. no 'hit him back' attitude.
8. Help children to see other point of view – 'how would you feel if ...?' Make them aware of newcomers / loners or shy children. (PSHE and Citizenship).
9. In service training / discussion / staff conferences.
10. We all have a responsibility to encourage by our actions that we should, 'Love Our Neighbour as Ourselves' and re-affirm the 'British values' key principles.

At St Clare's Catholic Primary School we will treat all incidents of reported bullying as a matter of top priority. To this end, we will investigate and deal promptly with any allegation or suggestion of bullying and ensure that all those involved are made aware of our stance on bullying. This includes the duty placed upon schools to investigate allegations of bullying outside of the school premises e.g. on public transport, outside communal areas, in a town or village centre and to discipline pupils for this where proven.

Monitoring and Reporting to Governors

The Head teacher will report on the impact of its anti-bullying strategies and the numbers of incidents reported and investigated through the termly report to governors. These reports will inform the future content of the policy and strategies. The parents and pupils of the school (including prospective parents) will be made aware of the policy and it will be made available on the school website and in the school office