

St Augustine's Catholic Primary School

ANTI - BULLYING POLICY

INTRODUCTION

*As one family working together
to be the best that we can be,
we live, love and learn with Jesus.*

"All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying"--- Birmingham's Anti-Bullying Statement, September 2000.

AIMS AND OBJECTIVES

St Augustine's Anti-Bullying Policy ensures we live out our mission statement. It is intended to support Birmingham Education Service's Anti-Bullying Statement, issued above. This policy:

- is an active whole school policy and forms part of the Behaviour Policy.
- defines 'What is Bullying'
- demonstrates warning signs of bullying
- suggests strategies to prevent bullying
- outlines procedures if bullying occurs
- highlights system for monitoring /review

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and make clear each person's responsibilities with regard to the eradication of bullying in our school.

WHAT IS BULLYING?

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power.

Bullying behaviour can include:

- physical aggression, such as hitting, kicking, taking or damaging possessions;
- verbal aggression, such as name calling, threatening comments, insults, racist remarks,
- teasing, sending nasty notes or making nuisance calls;
- indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.
- racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality
- cyber bullying via internet usage, mobile telephones and age-appropriate social media sites

WARNING SIGNS OF BULLYING

There are many possible warning signs of bullying, both for individual pupils and a whole school. They should only be seen as possible indications, and prompt the start of further investigations into possible causes.

(See appendix A)

STRATEGIES TO PREVENT BULLYING

At St Augustine's we seek to prevent bullying by a combination of the following:

- building a positive ethos through living out of our mission statement
- having a successful positive behaviour policy
- constantly raising awareness about what bullying is and how it affects people, for example through: collective worship, PHSE and Citizenship, assemblies, leading by example in our school organisation
- emphasising the important role that bystanders play in tackling bullying and teaching pupils how to safely challenge bullying behaviour
- teaching pupils how to manage their relationships constructively and assertively.
- peer mediation

PROCEDURES

All stakeholders should be sensitive and observant to signs of bullying.

- Staff should be supportive of each other by observation / consultation
- Staff response must be fast and sensitive when problems are identified/reported
- Pupils must be encouraged to report any problems they may be encountering to a peer mediator, member of teaching/non teaching staff who must inform a member of the leadership team.
- All incidents of bullying are noted in a particular book and are investigated immediately relevant details eg date, time, nature of incident should be recorded.
- Interview all pupils concerned privately, victim, bully, witnesses, gather evidence, minimise embarrassment/humiliation
- Determine appropriate intervention
- Look for patterns
- When bullying is suspected parents should be contacted
- Check previous school reports/records for previous incidents
- Public confrontation must always be avoided
- Counselling with learning mentors must be arranged for both 'victim' and 'bully', if appropriate.
- Monitor closely

All complaints no matter how trivial they may seem should be treated seriously. Respect for the individual is paramount.

MONITORING AND EVALUATION

This policy will be reviewed annually by staff and governors or earlier if local or national directives are received.