



St. George's Mission Statement

'We learn, we love, we look after our world.
We strive to be the best that we can be,
following in the footsteps of Jesus.'

St. George's Catholic Primary School

Anti-Bullying Policy

Rationale

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable.

Attitudes and practices can contribute to bullying, to lower levels of confidence, self-esteem and lack of achievement.

We see all learners and potential learners of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex (gender)
- Whatever their gender identity
- Whatever their religious or non-religious affiliation or faith background
- Whatever their sexual orientation

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through a clear school policy on Behaviour
- To show commitment to overcome bullying by practicing zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To create an ethos within the school which encourages children to disclose and discuss incidents of bullying

A definition of bullying

Bullying is violence. It can be physical, verbal or psychological. It is frequently perpetrated by an individual or group and directed against an individual or minority group. The victim is a person that suffers as a result as he /she lacks the necessary status, skill or resources to stop the behaviour. Part of the victim's distress is caused by anxiety about future attacks or threats.

Acts of bullying may include:

- *Physical acts:* Tripping, kicking, sending nasty notes etc.
- *Threats of physical harm:* "I'll get you after school".
- *Verbal acts:* Name calling/teasing/ridiculing.
- *Non verbal acts:* ignoring/not speaking to/leaving someone out.
- *Extortion:* Money/favours.
- *Isolating:* Bullies often have group support. Onlookers can be afraid to tell or interfere because they fear retaliation.
- *Cyber-bullying (Computing/On-line Safety Policy)*

Within the classroom

Teachers are asked to:

- Be aware of glances, looks or sniggers, which may be a subtle form of bullying
- Create an ethos within the class which encourages children to disclose and discuss incidents of bullying
- Be conscious of group dynamics when assigning places or groupings in class

Parental responsibility

- To take an active interest in the school life of your child
- To report any sign of school related distress in your child to the child's teacher
- To co-operate with the staff of the school in the important matter of behaviour

Procedures for dealing with an incident of bullying behaviour

1. The teacher should note all reports of bullying.
2. Serious cases i.e. cases which are more than a "one off" or cases which cause undue distress to the victim should be referred immediately to the Head.
3. The Head will then interview both the bully and the victim separately, outside the classroom situation, in a calm and non-aggressive manner, listening to both sides.
4. The Head will ensure that the victim is confident that s/he has done no wrong and make it clear to the bully how s/he is in breach of the school behaviour code.
5. The head will then investigate the matter fully, interviewing any staff or pupil witnesses.
6. Record incidents of bullying in the behaviour 'Blue Book'.
7. After investigating the Head may deem it fit to inform and meet the parents of both parties.

8. Where bullying persists, after consultation with the Governors, a fixed period of exclusion may be considered.

Conclusion

It is the duty of all involved in the school; head, teachers, school staff, parents and pupils that we create a school climate that encourages respect, trust, caring, consideration and support for others. It is essential therefore that we address positively and firmly the issue of bullying, and follow strictly the guidelines and school policy.

This policy to be read in conjunction with the Single Equalities Policy and the Computing & On-line Safety Policy.

Policy Adopted May 2004 and agreed by Staff: 14th June 2004

Latest review: 30th January 2018

Next review: January 2020