



St. Jerome's Catholic Primary School

St Jerome's Catholic Primary School Anti-Bullying Policy

Introduction

At St. Jerome's, we are committed to providing a safe, caring and friendly environment where every child matters and is able to learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell and know that incidents are dealt with promptly and effectively. We are a **telling** school. This means that **anyone** who knows that bullying is happening is expected to tell staff.

This policy outlines what this school will do to prevent and tackle bullying. This policy has been drawn up with the involvement of the whole school community.

Our School Community Will:

- Discuss, monitor and review our anti-bullying policy regularly
- Support staff to promote positive relationships and identify and tackle bullying effectively.
- Ensure that pupils are aware that bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn and that pupils abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with the complaints.
- Parents/carers will work with the school to support the anti-bullying policy.
- Seek to learn from good practice elsewhere and utilise support from the Local Authority and other relevant organisations where appropriate

What is Bullying?

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

Bullying is:

- Deliberately hurtful behaviour
- It is repeated – often over a period of time
- It is difficult for those being bullied to defend themselves

Incidents of bullying can include:

- Name calling
- Malicious Gossip
- Damaging or stealing property
- Coercion into acts they do not want to do
- Violence and assault
- Pinching/kicking

- Inappropriate text messaging and electronic messaging
- Sending offensive or degrading images by phone or via the internet
- Excluding/ostracising

Bullying **is not:**

- falling out with friends or peers, even frequently
- singular incidents of unacceptable behaviour that cause emotional or physical hurt
- feeling left out of a game or conversation



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accidentally hurting another person either physically or emotionally

These types of incidents which may well be examples of unacceptable behaviour would be addressed through our Behaviour Policy (hyper link to be added). All reported incidents are investigated by school staff, usually the Class Teacher or Teaching Assistant and the appropriate and proportionate response made.

Forms of bullying covered by this policy:

- 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
- Homophobic: because of, or focusing on the issue of sexuality
- Transgender : because of, or focusing on the issue of gender identity
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber : All areas of internet, such as email & internet chat room misuse, social media sites. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities including incidents outside of school hours that we are made aware of.

Bullying can happen to anyone at anytime. However, bullies often identify children who are not assertive, unlikely to fight back, loners with few friends, anxious or tearful children, younger children, and those outside a group.

Reasons why people bully could be:

- Victim of violence
- Enjoyment of power, creating fear
- Copying behaviour at home or on TV

Preventing, identifying and responding to bullying

Early signs of distress:

- Withdrawn
- Deterioration of work
- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrivals
- Bed wetting

Preventing bullying is key to our policy.

We will:

- Actively provide systematic opportunities to develop children's social and emotional skills, including resilience.
- Consider all opportunities for addressing bullying - through the curriculum, through displays, through peer support and the school council.
- Train all staff to identify bullying and follow school policy and procedures.
- Actively create "safe spaces" for vulnerable children and young people.



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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.

Involvement of pupils

We will:

- Regularly ask children their views on the extent and nature of bullying in our school.
- Ensure children know how to express worries and anxieties about bullying.
- Involve children in anti-bullying campaigns in school.
- Publicise details of helplines and websites.
- Offer support to children who have been bullied and their families.
- Ensure children know about the sanctions which may be applied for those engaged in bullying.

Liaison with Parents and Carers

We will:

- Ensure parents and carers know whom to contact if they are worried about bullying
- Ensure parents know about the complaints procedure and how to use it effectively
- Ensure parents know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Links with other school policies and procedures

This policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- Behaviour Policy
- Confidentiality Policy
- PSHE Curriculum – SEAL programme
- RE programme
- Prevent Duty

- Recording of racist incidents
- Recording of homophobic incidents

Monitoring & review, policy into practice

We will review this policy at least once every two years in addition to any review as a response to incidents that suggest a need. The school uses the guidance by the DCSF and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands that steps will be taken to both prevent and respond to bullying.

Parents, staff and children who suspect bullying should discuss the matter with the Headteacher. It will be treated as serious misbehaviour and appropriate action will be taken.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community
- Pupils to abide by the policy.



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The named contact for this policy is: Mrs K Monaghan

Formal Procedure for complaints:

- All complaints to go to Class teacher and Headteacher
- All incidents and discussions with children involved will be recorded
- Parents will be involved and action taken explained.
- What parents can do to reinforce and support will be discussed.

If further action is required, a report will be made to Governors and their involvement requested.

Adopted: November 2023

Reviewed: Annually

Next Review: November 2024