



Anti-Bullying Policy

Leader/ Co-ordinator	Mrs J M Farrimond Mrs K Gillard Mrs P Maiden
Groups Involved in Discussion	Staff Headteacher Governing Body Pupils

Mission Statement

As stated in our school's Mission Statement, our 3 aims are to-

- ~ Have a sense of responsibility and take an active part in serving our world;
- ~ Have a growing understanding of Gospel Values and gather together in prayer and Worship;
- ~ Have a passion for learning and an enjoyment for discovery.

"Hand in Hand, in the image of Jesus, we grow together and celebrate who we are."

The staff of St. Aidan's Catholic Primary School will work to give each child the entitlement of a broad, balanced, exciting and challenging curriculum (irrespective of ability) encouraging in every individual a sense of self-worth and self-esteem. All teaching and learning is underpinned by the school mission statement.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. It is a deliberate, repeated hostility towards a victim. It involves a perceived imbalance of power and results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, or any kind 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
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying - E.g. through the internet / social media.

Not all aggressive behaviour is bullying. It is important to be clear about the distinction between bullying and isolated acts of aggression or hostility. Behaviour, which appears to be bullying, may be exhibited by some children, especially young children, without the intention or awareness that it causes distress. Some individuals may feel bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying will nonetheless be taken seriously as a reflection of the individual's vulnerability.



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.

At St Aidan's we understand that we have a responsibility to respond promptly and effectively to issues of bullying. Bullying will not be tolerated under any circumstances towards any member of our school community.

Our school's Behaviour and Rewards Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's curriculum and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Aims and objectives of the policy

- To raise awareness of bullying by ensuring that all governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- To bring about conditions in which bullying is less likely to happen in the future by ensuring that all governors, teaching and non-teaching staff know what the school policy is on bullying, and to follow it when bullying is reported.
- To ensure a whole school approach to bullying by ensuring that all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.

Signs and symptoms of bullying

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
- Changes their usual routine
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn, anxious, or lacking in confidence
- Threatens to run away
- Cries himself to sleep at night
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is frightened to say what is wrong



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

Bullying towards Adults

Where a member of staff feels intimidated or bullied by another member of staff, adult, parent, visitor etc. this should be referred to the Headteacher immediately so that the appropriate policy for ensuring care of our workforce can be implemented. The member of staff may also wish to contact their union for further advice in difficult situations. Support and guidance can be found within the Whistle Blowing Policy.

Prevention

At St. Aidan's we recognise that there may be incidents of aggressive behaviour exhibited by some children, especially very young children without the intention or awareness that it causes distress. With this in mind we have introduced and implemented preventative strategies which we hope will reduce incidents of bullying behaviour.

- Children are encouraged to talk to an adult if they have a problem
- The school and class rules include statements relating to consideration towards others
- Through collective worships, assemblies and the Religious Education scheme of work, '**Come and See**' we consistently deal with issues of friends and relationships and seek to promote a happy school firmly rooted in the teachings of Jesus Christ.
- Personal, Social and Health Education covers peer pressure, choices and bullying explicitly.
- Strategies such as '**circle time**' are used with whole classes as a means to explore difficult issues.
- Reading and writing stories and poems or drawing pictures about bullying
- Each playground is patrolled by at least two appropriate members of staff at all playtimes. Good communication between all staff ensures that concerns for an individual's welfare are passed on and care is taken to keep an eye on the child during playtimes. All staff are encouraged to be vigilant for signs of bullying and to report any concerns to a teacher, the Learning Mentor or the Headteacher.
- All staff have had appropriate training on behaviour, bullying and play.
- A playleader scheme is in operation on both playgrounds.
- Parents are encouraged to express areas of concern to the staff.

Procedures for dealing with bullying

In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Cooperative group work throughout the school
- Encourage children to work together, be tolerant of others' ideas, trust others and be more willing to listen.
- Set time aside for pupils to take part in enjoyable games, activities and discussion in a safe environment where all opinions are valued.
- Build relationships around a vulnerable pupil with the pupil's and parent's agreement to offer support and friendship.
- Appoint a specific pupil(s) as a support / friend (appointed by a member of staff)
- Allow pupils to improve their environment by taking responsibility for their behaviour and actions.
- Involve the bullied pupil, those involved in the bullying and bystanders to form a group to support the bullied pupil.
- Establish ground rules that will enable the bully and the person being bullied to co-exist in school. The parents / guardians of the victim and the bully(ies) will be informed.
- The Governing Body will be made aware of the disciplinary action taken.



Outcomes

1. The bully (bullies) may be asked to **genuinely** apologise and If possible the pupils should be reconciled.
2. Other consequences may take place, in line with the Behaviour Policy.
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Preventative interventions are intended to create a safer climate and reduce school bullying, but there will always be incidents of aggressive behaviour, including bullying – this is a 'normal' but unacceptable part of school life and however undesirable needs to be recognised as such.

Monitoring and Review

The Headteacher and Governing Body will review this policy every three years. They may, however, review the policy earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved, to take account of new initiatives and research, changes in the curriculum, developments in technology or changes to the physical environment of the school. We will therefore review this policy every three years, or earlier if necessary.

This policy is directly linked with the Behaviour Policy.

This policy was last up-dated on	November 2024
Discussed and agreed with Governors	November 2024 (Asset Meeting)
Formal Review of Policy	November 2026

Signed: _____
Headteacher, Mrs J. M. Farrimond

Chair of Committee, Mr A. Kay