

Anti-Bullying and Harassment Policy

St. Thomas More's Catholic Primary School



Approved by the Governing Body

Spring 2025

Next Review:

Spring 2027

Our Mission Statement

As we walk together with Jesus we love, live and learn.

AIMS AND OBJECTIVES

It is our intention at St. Thomas More's to promote good relationships throughout the school.

Children should feel able to tell staff if they are victims of bullying or harassment and the response to such situations should be prompt and consistent following the agreed guidelines set out in this policy.

Children and staff must be made aware of what forms bullying or harassment can take and of what strategies should be followed.

It is essential that all unacceptable behaviour is challenged or other children may interpret inaction as condoning such behaviour or see bullying as a quick and effective way of getting what they want.

Bullying or harassing behaviour can occur in many different forms but its effect is always negative. Throughout this policy read bullying to include harassment.

We tackle it in four ways:

- Discussion
- Promotion of anti-bullying behaviour
- Giving the victims of bullying clear support and attention
- Dealing firmly with any pupil who does display bullying attitudes

Bullying may include:

Forcing others to do things that they do not want to do and do not need to do.

Indirect bullying, spreading of rumours, exclusion, nasty notes or comments or text messages or emails.

Threats

Silent treatment

Teasing

Verbal abuse

Physical violence

We enable pupils to develop ways for dealing with bullying.

We encourage the pupils to 'tell'.

We make it clear that the victim gets the positive attention.

The staff, parents and children must be aware of the difference between bullying and a fight or quarrel between two equals.

POSSIBLE CONSEQUENCES OF BULLYING ON THE CHILD BEING BULLIED

- Unhappiness
- Reluctance to come to school
- Risk of injury
- Loss of self- confidence and self esteem
- Others copying the behaviour
- Loss of concentration
- Academic underachievement

STRATEGIES TO COUNTERACT BULLYING BEHAVIOUR

The prevention of bullying behaviour is our ultimate goal. This should occur if a positive attitude to behaviour is adopted by staff and children alike linking in with the school's policy on anti- bullying behaviour so that everyone is aware of what is unacceptable behaviour, what the effects of it may be on those being bullied and the consequences for those doing the bullying.

Our aim is to provide a happy learning environment in and around the school.

Some strategies to avoid the occurrence of bullying may include:

- Awareness by all of what bullying means
- Getting rid of stereotypical views that may cause prejudice
- Constant reflection on their own behaviour and its consequences
- Praise and recognition of co-operative and respectful behaviour
- Clear, well publicised rules consistently applied by all staff that are seen by the children to be fair and appropriate
- The encouragement of honest and direct discussion
- Reprimands or mild sanctions in response to minor incidents
- Discussion with children on reasons behind their behaviour
- Incentive systems such as merits for positive behaviour
- Encouragement of school / home contact

STRATEGIES FOR WHEN BULLYING DOES OCCUR

Bullying may have happened or may be perceived to have happened. Either way staff should take allegations seriously.

One-off incidents involving name-calling, mild teasing etc

A reprimand or mild sanction may be enough in response to a one-off incident if there is no physical harm or damage to property.

If the incident is more serious or persistent:

1. Decide on how to approach the interview of parties involved. The victim may feel uncomfortable in front of the bully/bullies.
2. Remain neutral and listen to all sides of the incident.
3. Inform parents.

MAKE THE AIM OF THE INTERVIEW TO ADMIT THAT THERE IS A PROBLEM, TO FIND A SOLUTION TO PREVENT THE BULLYING FROM HAPPENING AGAIN.

If necessary arrange a follow-up meeting to see if the solution is being effective or not.

If the result of the bullying is damage to person or property then involvement of parents is essential at an early stage.

Keep accurate records of the incident, the date, the school's response etc. through the school recording systems.

Exclusion from school should be used sparingly and only as a last resort when the above strategies have been already followed or if the incident has warranted such a decision from the Head Teacher.

MONITORING PROCEDURES

By looking at information gained about isolated incidents, patterns of bullying may be identified.

Incidents reported to the Governors via Headteachers Report termly

See also:

PSHE Policy

Online Safety Policy