

# WESTMINSTER CATHEDRAL PRIMARY SCHOOL



## ANTI-BULLYING POLICY

SEPTEMBER 2016

**PERSONNEL RESPONSIBLE  
FOR THE POLICY**

**SENIOR MANAGEMENT  
TEAM**

**REVIEW DATE**

**SEPTEMBER 2017**

## **ANTI-BULLYING POLICY**

### ***Aims of this Policy***

The aim of this policy is to create as expressed in the School Mission Statement an environment, which encourages our pupils to be happy, confident, interested, safe, responsible and co-operative. We can achieve this by ensuring our school is a caring, well ordered community where mutual respect, acceptance and understanding are upper most. The policy aims to act as guidance for all members of the school community who are aware of bullying or are involved in it in any way. There is no place for bullying in our school. Bullying will be dealt with firmly, fairly and promptly.

### ***What is bullying?***

There are many definitions of bullying but most have three things in common;

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

Bullying can manifest itself in several ways. It can be:

a) ***Verbal***

Verbal abuse most commonly takes the form of name calling. This can be directed towards gender, race, physical/social disability and so on.

b) ***Physical***

Physical abuse is more overt and easier to detect. A child can be physically punched, kicked, spat at, hit and so forth. This type of bullying shows itself through cuts, scratches and grazes.

c) ***Exclusion***

A child can be bullied by being excluded from activities/events/discussions by those that they believed to be their friends.

d) ***Damage to property or theft***

A child may have their property stolen or damaged. In some cases the bully may threaten the child so that they hand over their property.

### ***Bullying is not:***

It is important to understand that bullying is not the odd occasion falling out with friends, name calling, arguments or when the occasional “Joke” is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child’s development to learn how to deal with friendship breakdowns, the odd name calling or childish prank.

We all have to learn how to deal with these situations and develop social skills to repair relationships.

***It is bullying*** if it is done repeatedly and on purpose.

All teachers and TA’s will keep a record of incidents report to them. Any long-term persistent behaviour by any particular child will be brought to the attention of the Headteacher and dealt with.

### ***Why do we tackle bullying?***

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Bullying makes people unhappy and leads to low self-esteem
- Pupils who are being bullied are unlikely to concentrate on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour
- We wish to build the self-esteem of all pupils, especially bullies and victims.

***Teachers and parents are to make children aware of the following points:***

### ***What to do if you are being bullied***

***Your silence is the greatest weapon for a bully***

- You do not deserve to be bullied, it is ***Wrong***
- Try and be brave in the face of a bully, though it may not be easy a bully thrives on fear.
- Be confident and proud of who you are – we are all special individuals.
- Be assertive and walk away from a bully. Go straight to a teacher or member of staff.
- Stay with friends, it is always safer to be in a group.
- Fighting back only makes things worse and will end up getting you into trouble instead of the real issue being dealt with.

- You must inform an adult that you trust straight away. You will be taken seriously and get supported.

### **If you know someone who is being bullied**

- You must take action. If you do not then it looks like you agree with the bully and will only make the victim feel even more alone.
- If you do not wish to get involved then tell an adult straight away. A teacher will deal with the bully without getting you into trouble.
- Do not become friends with a bully.

### **How we view bullying as a school**

As a school we attempt to minimise incidents of bullying by always trying to:

- Use opportunities to discuss aspects of bullying and teach all children the appropriate way to behave towards others. . By making use of Circle Time, Assemblies, Parish Priest, Workshops such as: Childscape, Junior Citizen, NSPCC
- To increase the child's awareness of the right thing to do – to speak out.
- Deal quickly and firmly with complaints
- Have a fair and firm discipline structure (Ref. *Behaviour/Discipline Policy*)
  - Encourage pupils to have respect for themselves and others
  - Encourage children to discuss how they get on with others and to form positive attitudes.
  - Our policy acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.

***We will treat bullying as a serious offence and take every possible action to eradicate it from our school.***

### **As a Parent**

- Look for unusual behaviour in your child
- Take an active role in your child's education. Talk to your child about their day at school.
- If you feel your child is being bullied then you must inform the school immediately. Your concerns will be taken seriously and appropriate action will be taken.
- Advise your child **not** to fight back, this only escalates the situation. Assure them that it is not their fault and they have done nothing wrong.
- Make sure that your child knows that they must not be afraid to ask for help.

### **Action to be taken when Bullying is Suspected**

If one suspects any bullying to have taken place then the suspected victim, bully and any witnesses must be spoken to immediately. If any degree of bullying is identified then the following action will be taken. Help and support will be given to the victim and the bully as appropriate.

- By offering them an immediate opportunity to discuss the experience with their teacher or another adult if they choose.
- The teacher/adult will not make any judgements. They will listen to both sides.
- Informing the victim's bullies parents/guardians
- Keep a record of meetings/discussions with parent/child.
- By offering continuing support to both parties when they feel they need it.
- By talking about what happened to discover the reason behind their actions
- Providing anger management sessions if necessary.
- By continuing to work with the bully in order to reverse prejudicial attitudes as far as possible.
- Bring in external agencies to seek advice.

### **This policy is available**

*On the school website and a copy is available in the school entrance.*