

St Edward's Catholic Junior School

"I can do all things through Christ who strengthens me".

Philippians 4: 13



Anti-Bullying Policy

Statement of Intent

Our vision is to challenge our pupils to achieve through high standards of teaching, learning and behaviour. High standards equally apply to our Breakfast and Afterschool provision. Our anti-bullying policy supports this ideal by:

- promoting respect and tolerance for each other
- helping pupils towards an understanding of what is right and wrong
- supporting everyone in forming good relationships with adults and peers.

We believe in tackling incidents of bullying by creating a safe, inclusive environment. This involves acknowledging and valuing the feelings of all.

Aims and Objectives

The aim of our anti-bullying policy is to:

- clarify for pupils and staff what bullying is and that it is always unacceptable
- provide a secure, stimulating, positive, mutually respectful and inclusive environment for learning
- involve the Pupil Parliament in the planning, discussion and dissemination of any work related to anti-bullying
- have in place an anti-bullying support system, that all staff understand and that is available to all pupils
- apply the policy consistently
- Clarify what a prejudice-related incident is

Definition of Terms

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example those with protected characteristics (see glossary for the list of protected characteristics), or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Other concerns, which might not necessarily easily fit into this definition, will be nevertheless taken seriously e.g. taking advantage of another person.

What is a prejudice-related incident?

The working definition, which has been adopted by the police and government is as follows:

‘A prejudice-related incident is any incident which is perceived to be prejudice related by the victim or any other person’.

There is a cross-over between prejudice related incidents and bullying, but they are also distinct; not all incidents of bullying will be prejudice related incidents and not all prejudice-related incidents will involve bullying, but all such incidents should be recorded and reported on CPOMS. Please see our ‘Procedures for dealing with prejudice-related incidents’ document (appendix 1).

We are aware that it is a possibility that bullying behaviour may be used by an adult and we will follow child protection procedures where appropriate (see Child Protection Policy), or Bucks CC procedures regarding disruptive visitors. It is equally important that bullying of school staff by other adults is recognised as unacceptable.

Signs and Symptoms

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:

- has unexplained cuts or bruises
- is bullying other children or siblings
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received.
- gives improbable excuses for any of the above

Practice and Procedures

A. What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour, and by being clear across the school that we follow School Rules. All members of the school community are expected to report incidents of bullying to an adult in school.

Encouragement to tell

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, know that they will be listened to, and that appropriate action will be taken. Everyone must know that not telling means bullying may continue. Pupils should be encouraged to tell their teacher, a teaching assistant or the Learning Mentor. Incidents which are reported soonest are more likely to be resolved quickly.

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's wellbeing in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect. In the first instance, the Learning Mentor or another adult in school will investigate when an allegation has been made.

We expect members of staff will:

- provide children with a framework of behaviour including class rules which supports the whole school policy
- behave in a respectful and caring manner to pupils and colleagues in order to help create a positive atmosphere
- provide children with good role models
- raise awareness of bullying through RE, stories, role-play, discussion, peer support, PSHE and Collective Worship
- through the Head of School, keep the Local Academy Committee well informed regarding issues concerning behaviour management

Parents/Carers

We expect that parents/carers will support the school to promote the values of our mission statement, Kindness, Understanding and Forgiveness, in the resolution of any incidents of bullying.

We name bullying behaviours. We do not label children.

We expect parents and carers to:

- Be informed about who can be contacted if they have any concerns about bullying.
- In the first instance we recommend that parents talk to the school Learning Mentor, or their child's teacher.

Governors

The governors will:

- support the Head of School and the staff in the implementation of this policy
- be regularly informed on matters concerning anti-bullying
- regularly monitor incident reports and actions taken
- be aware of the effectiveness of this policy.

B. Reacting to a specific incident

All incidents in or out of class should be investigated.

Incidents clearly identified as bullying must be reported to a senior member of staff and recorded and parents (of both the child behaving as a bully and the person bullied) should be informed of how it has been dealt with, following the investigation.

Dealing with an incident

Whenever a bullying incident is discovered we will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. Within the Catholic ethos of our school we will support all involved by:
 - talking through the incident separately with each of the people involved
 - investigating allegations, which may involve speaking to groups of children
 - helping the targeted child to express their feelings
 - talking to the child with bullying behaviours about their feelings
 - talking about which rule(s) has/have been broken
 - discussing strategies for making amends
 - monitoring the situation

2. Sanctions may include:
 - a Repair & Reflect session
 - missing break or another activity
 - call to parents or formal letter home from the Head of School
 - meeting with staff, parent and/or child

3. This policy should be read in conjunction with the Child Protection Policy and other safeguarding procedures.

This policy was reviewed on September 2024

This policy to be ratified on

The policy is to be reviewed annually.

Glossary of Terms

Protected Characteristics –

It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are called protected characteristics.

You are protected under the Equality Act 2010 from these types of discrimination.

Appendix A

St Edward's Catholic Junior School Prejudice-Related Incident Procedure

A prejudice-related incident is any incident which is perceived to be prejudice-related by the victim or the other person.

Incidents amongst pupils

As soon as any member of staff becomes aware of a prejudice-related incident amongst pupils, which may relate to any of the following protected characteristics: disability, gender reassignment, race, religion or belief and sex, they must follow the following procedure:

- Find out what they can from the pupil(s) involved.
- The incident should be logged, on CPOMS, by the member of staff who first becomes aware of it.
- Incidents should be ranked on the following scale and this should be noted alongside the report:

Prejudice-Related Incident scale (PRI scale)

1. No offence was intended or taken.
2. Hurt or distress was caused, but the offending behaviour is unlikely to be repeated.
3. Hurt or distress was caused and the pupil(s) responsible had previously been warned that their behaviour was unacceptable.
4. Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated.

- The Learning Mentor will investigate incidents at Level 2 or above.
- If the incident is at Level 3 or above it needs to be investigated immediately, the Learning Mentor will discuss next steps with the Head of School and/or Assistant Head.
- It will be decided as to whether restorative justice/timeout or another form of education or consequence is best for the perpetrator.
- All incidents and consequences are to be reported to parents/carers.
- The CPOMS record form will be updated by a DSL.

Pupils should be made aware of this procedure through circle time and class assemblies and encouraged to report all incidents, being reassured that they will be taken seriously. Worry boxes and the worries email address are available for pupils who do not want to speak directly to a member of staff.

Meetings are held regularly to discuss incidents and children that may require behaviour contracts or other interventions.

Incidents perpetrated by staff members

All incidents should be reported to the Head Teacher or Deputy head immediately. The incident will be logged and investigated by the Head Teacher.

Incidents of discrimination, harassment or victimisation are deemed gross misconduct and will be treated in line with the school's disciplinary procedure.

We will revisit the procedure termly to ensure that all elements are working positively and amend practices as necessary. If any part of this procedure needs further clarification, please see a member of the leadership team.

Last Updated: September 2024