# St Austin's Catholic

# Primary School



*Laborare est Orare*

To work is to pray

# Anti-bullying policy

# Autumn (1) 2023

**Policy agreed by the Full Governing Body of St Austin's Primary School:**

**On:** ........18th October 2023.…...... **Signed:**......  *A Hay Davis*

(Chair of Governors)

**To be reviewed:**.......Autumn (1) 2025.........

"In our school, where everyone is special,
we will love and serve as Jesus taught"

"En nuestro colegio todos somos especiales.
Amaremos y serviremos como Jesús nos enseñó"

# St. Austin's Catholic Primary School



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## Anti Bullying Policy
## Autumn (1) 2023

(to be reviewed Autumn 2026)

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*En nuestro colegio todos somos especiales.*

*Amaremos y serviremos como Jesús nos enseñó.*St. Austin's Anti- Bullying Policy

At St. Austin's Primary School our mission statement is

'In our school where everyone is special,

we will love and serve as Jesus taught.'

We aim to maintain and develop a Catholic ethos throughout the school and encourage an atmosphere of warmth and calm, where all members of our school community and parish are equally valued, are listened to and work together as part of the wider community.  (Gospel Values)

Affirmation

St. Austin's Primary recognises that bullying in our school community is an issue to be taken seriously. We recognise the damage it can cause to the education and wellbeing of the victim, perpetrator and school community. We are committed to working towards its complete eradication and to establish appropriate means of providing after care should an incident of bullying occur.

We are committed to ensuring that we proactively undertake the Equality Act and challenge bullying of anyone on account of their differences or perceived differences.

https://www.equalityhumanrights.com/sites/default/files/psed_guide_for_schools_in_england.doc

## Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks, gender remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

Single incidences of verbal or physical attack and behaviour which is hurtful, but not intentional, should also be taken seriously and dealt with accordingly.

## Preventing Bullying

We foster a clear understanding that bullying, in any form, is not acceptable. We are proactive in our approach to preventing bullying by:

- Regularly discussing our school's values in the classroom, as well as on the playground, in assemblies and during collective worship. Children are encouraged to show kindness and respect to each other, staff and the wider community.

- Using the curriculum underpinned in Health and Relationships Education to develop children's understanding of bullying and its effects.

- Developing, through our RE curriculum, an understanding of tolerance and acceptance of all, regardless of their religious beliefs.

- Health and Relationships Education, including circle time, encouraging good behaviour and developing understanding and acceptance of cultural differences and diversity.

- Anti-bullying focused week

Staff will praise positive and supportive behaviour using verbal praise and house points.

- Trained playground leaders, Play leaders

- Bully Busters workshops, NSPCC workshops

- Anti-Bullying Workshops

The Roles and Responsibilities

**St. Austin's staff:**

- Staff must act firmly against bullying wherever and whenever it appears

- Individual members of staff must be alert to signs of bullying and act promptly and firmly against it.

Failure to respond to incidents may be interpreted as condoning the behaviour.

## St Austin's Children

It is important that our children should:

- Be involved in the development and reviewing of anti-bullying policies and practice through school council and pupil voice

- Learn about what constitutes bullying and what to do about it

- Have opportunities to develop the skills to resist bullying and to deal with bullying

- Be aware that knowing about incidents of bullying being perpetrated or suffered by others and doing nothing is unacceptable.

## St Austin's Parents / Carers

St Austin's parents' / carers' role is to help the school to deal with bullying. They should:

- Discourage their children from using bullying behaviour at school, at home or elsewhere

- Take an active interest in their children's school life, especially with regard to friendships, playtime and the journey to and from school

- Watch out for signs that their children are being bullied, or are bullying others

- Contact the school immediately if they are worried that their children are being bullied or are bullying others.

## St Austin's Governors

St Austin's Governors' role is to ensure that the school has a policy, that all staff operate the policy and that it is effective. The governing body should:

- Review the school's bullying policy regularly

- Consult all interested parties in revising the policy as necessary

- Help to explain the policy to all interested parties

- Ask for information to monitor the implementation and evaluate the effectiveness of the policy.

All members of St Austin's school community are encouraged to:

- Follow the behaviour policy of 'Ready Respectful Safe'

- Be polite and helpful at all times

- Respect everyone and celebrate each other's differences

- Be kind and friendly

- Listen carefully to each other

- Try our very best in all we do

- Keep safe.

Throughout their time with us at St Austin's Catholic Primary School, children will have the opportunity to experience what it is to be part of a community. As part of this experience there will be daily

encounters with other people, which will provide various examples of ways in which people relate to one another. Adults will lead by example by their relationship and interaction with each other, but this will also permeate to pupils across the school.

**School will:**

- Participate in national and local initiatives such as Anti-bullying Week and E-Safety week.

- Seek to develop links with the wider community that will support inclusive anti-bullying education

- Offer support to parents on how to help their children engage safely and responsibly with social media, perhaps through a parents' evening, advice in a school newsletter or signposting to other sources of support and advice

- Regularly counsel and educate the whole school community on e-safety and the prevention of cyber-bullying

- Consider the use of specific strategies e.g. peer mentoring

- Raise awareness of the nature of bullying by producing a child friendly version of this policy document.

**Actions**

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by an appropriate member of staff.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision- making, as appropriate.
- A member of the leadership team (same as Safeguarding Team) will investigate and where appropriate interview all parties involved.
- The Head teacher will be informed of all bullying incidents
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with the Safeguarding & Child Protection policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to beat risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will investigate. If required, a member of the Safeguarding Team will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.

Confirmed bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken in CPOMs.

Procedures for dealing with bullying when an allegation has been made, the following procedure should be followed:

- Discussions with the victim. This will require patience and understanding.

- Identify the bully/bullies

- Discussions with the bully/bullies. Record evidence in CPOMs (pupils, class, date, incident, type of alleged bullying, discussion and sanctions). This will be reviewed regularly to see if any patterns are evident involving the same child/ children

- Make it clear that bullying is not acceptable at St. Austin's Primary

- Inform SLT and give written ascertained details

- Separate discussions with parents of bully and victim – recorded in CPOMs

- Where patterns are evident, evidence will be recorded and reported to DSL

Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition.

**In the Early Years Foundation Stage** staff will record any incidents between children, or information from parents about the alleged treatment of their child by others on CPOMs. Incidents will be recorded following the guidelines for Key Stages 1 and 2, but dealt with in an age appropriate way. These include name in the behaviour book, time out from peers, and missing part of playtime.   This record will be reviewed regularly to see if any patterns emerge involving the same child/ children.

### Recording (CPOMs)

Recording incidents is very important as it helps to identify any patterns of bullying behaviour. If a staff member feels that the situation is of a serious nature and requires further action, SMT will work together with the member of staff.  In order to monitor the frequency with which incidents of bullying take place, staff will record them including the following information:-

- The pupil's name

- Their class

- Brief details about the alleged incident

- Who dealt with it

- What action was taken

### Cyberbullying at St Austin's –

Tackling cyber bullying directly links to St Austin's Acceptable Use of Technology Policy.

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It's crucial that children and young people, who are particularly skilful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils at St Austin's have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears. The advent of cyberbullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and continue outside school hours. Cyber bullies can communicate their messages to a wide audience with remarkable speed and can often remain unseen and unidentifiable.

### What is cyberbullying?

Cyberbullying is bullying that takes place over digital devices like mobile phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, malicious content about someone else. It can include sharing personal or private information and/or pictures about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour, which is why children need to understand the implications of their actions. The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and Tik Tok (Please note there are age restrictions for these apps. Most apps start at 13 years old).

- Text messaging and messaging apps on mobile or tablet devices

- Instant messaging, direct messaging, and online chatting over the internet

- Online forums, chat rooms, and message boards,

- Email

- Online gaming communities

School staff, parents and pupils at St Austin's need to work together to prevent this and to tackle it whenever it occurs. St Austin's has a duty to ensure that:

- Teachers have sufficient knowledge to deal with cyber bullying in school

- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely

- All e-communications used on the school site or as part of school activities off-site are monitored

- Internet blocking technologies are continually updated and harmful sites blocked

- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice

- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school

- They work with police and other partners on managing cyber-bullying.

**St Austin's Staff have responsibilities in:**

- Teaching children safe Internet rules

- Applying school policy in monitoring electronic messages and images

- Giving pupils key guidance on: personal privacy rights, material posted on any electronic platform and digital images

- Taking action if a pupil is being cyber-bullied or is bullying someone else in school.

- Teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications.

**Parents of St Austin's pupils are encouraged to share these guidelines:**

- Don't wait for something to happen before you act

- Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them

- Make sure their child knows what to do if they or someone they know is being cyber bullied

- Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it

- The law is on your side. The Protection from Harassment Act, the Malicious Communications Act 1988 and Section 43 of the Telecommunications Act may be used to combat cyber-bullying. People may be fined or sent to prison for up to six months. Publication of this policy, the policy and methods for reporting bullying concerns will be promoted throughout the school, for example on the school website, in information packs for new pupils and staff, and through regular awareness raising activities with staff, existing pupils and their families.

**Review**

The policy and procedures will be reviewed at least every three years and will include consultation with staff, governors, parents/carers and pupils

Useful links and supporting organisations

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

• Childline: www.childline.org.uk

• Family Lives: www.familylives.org.uk

• Kidscape: www.kidscape.org.uk

• MindEd: www.minded.org.uk

• NSPCC: www.nspcc.org.uk

• The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

• PSHE Association: www.pshe-association.org.uk

• Restorative Justice Council: www.restorativejustice.org.uk

 • The Diana Award: www.diana-award.org.uk

 • Victim Support: www.victimsupport.org.uk

• Young Minds: www.youngminds.org.uk

• Young Carers: www.youngcarers.net

• The Restorative Justice Council: www.restorativejustice.org.uk/restorativepractice-schools
SEND

• Changing Faces: www.changingfaces.org.uk

 • Mencap: www.mencap.org.uk

• Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send_ -_module_final.pdf

•DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25
Cyberbullying

• Childnet: www.childnet.com

• Internet Watch Foundation: www.iwf.org.uk

• Think U Know: www.thinkuknow.co.uk

• UK Safer Internet Centre: www.saferinternet.org.uk

•The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-c