

ST. TERESA'S CATHOLIC PRIMARY SCHOOL, LEXDEN, COLCHESTER

Anti Bullying Policy

MISSION STATEMENT

We love God and each other and follow the example of St Teresa.

We enjoy learning together and doing our best in a happy, healthy and welcoming community.

We learn to be responsible and caring citizens.

"Let us do little things well today".

St Teresa

AIMS

To promote a secure, supportive, caring and happy environment, free from fear, harassment or degradation.

To be committed to overcoming bullying by not tolerating bullying and practicing education and reconciliation.

To ensure that all pupils feel like they belong and that they are included at St Teresa's.

DEFINITION OF BULLYING

There is no legal definition of bullying, however, it is usually defined as behaviour that is:

- repeated. Children to be taught the STOP acronym. (Several Times On Purpose)
- intended to hurt someone either physically, emotionally or mentally.
- often aimed at certain groups, for example because of race, religion, SEND, gender or sexual orientation

It takes many forms and can include:

Non-verbal:

- physical assault - eg kicking, hitting
- Threatening glares
- damaging or taking belongings

Verbal:

- teasing
- making threats
- name calling, taunting
- Indict: spreading rumours, excluding, whispering behind people's backs.
- Cyber: sending nasty or threatening texts, emails by phone, picture/video clip, internet chat rooms or websites to deliberately upset someone else.

Bullying is, in essence, any behaviour which is perceived by the targeted individual or any other person, as intended to:

- Hurt

- Intimidate
- Belittle or make them feel insecure/unconfident
- Frighten
- Harm
- Exclude

It is usually persistent and an abuse of power, leaving the targeted individual feeling defenseless.

Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places, such as the home. The audience can be very large and reached very quickly. The perpetrator of cyber bullying may never be in the same physical space as their target and may attempt to remain anonymous. Some incidents of cyber bullying are quite unintentional, as pictures or texts can be sent as a joke without the sender truly understanding the impact of their actions or the speed at which the information can be shared outside the friendship group. Many cyber bullying incidents can themselves act as evidence and it is important in all settings where there are children, young people and technology, that all adults know how to minimise and deal with incidents.

Pupils who are being bullied may show changes in behaviour such as:

- becoming shy, quiet, anxious and nervous
- feigning illness
- taking unusual absences
- clinging to adults.
- Start to become the bully themselves.

There may be evidence of:

- changes in work patterns
- lacking concentration
- truanting from school

Pupils may have nightmares or have possessions go missing regularly in the class or cloakroom.

STEPS THAT CAN BE TAKEN TO PREVENT BULLYING

Children and young people do not separate their experience into boxes or outcomes. Everything is fitted together as one ongoing experience. Children have the right to be emotionally, mentally, socially, and physically healthy and to learn in a safe environment.

1. Parents, school and parish work together to promote a caring community based on Christ's teaching of everyone being part of God's family united in love.
2. Children given the opportunity to discuss issues surrounding bullying e.g. during PSHE lessons, assemblies, Mental Health Week
3. Children to be taught anger management and avoidance strategies through the PSHE curriculum and to learn what healthy relationships are as well as how to sustain them.
4. Pupils and parents to be informed of the school's expectations and to foster a productive partnership, which helps maintain an environment that is free of bullying.

5. Staff to be aware of their role in fostering the knowledge and attitudes that will be required to achieve the above aims.
6. Parents to support and promote a 'non-violent' policy within their homes and in their local community.
7. Parents to ensure that their child's concerns are listened to and reported to the school immediately so that appropriate action can be taken. Help them speak up and "make a noise."
8. Children will be taught what bullying is and is not.
9. Pupils to be encouraged to speak out and be vigilant of bullying and to help those who are suffering from it.

PROCEDURES

The following steps may be taken when dealing with incidents:

1. Ensure that all children know that we are a listening school and that everyone in our community are here to help and protect them.
2. If bullying is suspected or reported, the incident will be immediately dealt with by the member of staff who has been approached. This will be recorded on CPOMS.
3. Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the School Policy for Positive Behaviour.
4. Perpetrators will discuss their choices with a member of staff, as there may be a reason for the bullying.

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a member of staff of their choice who will endeavor to help lift their spirits and build back the Self-Esteem lost.
2. Reassuring the pupil. Pupils will be told that they have done the right thing in reporting the bullying and that staff will do everything they can to ensure it does not happen again.
3. Offering continuous support and monitoring behaviour.
4. Restoring self-esteem and confidence.
5. If the bullying happens again, teach children to keep telling an adult.
6. Facilitate a "circle of friends" to help the child.

Pupils who are bullying:

The following steps will be taken:

Step 1

- Speak to the pupil regarding the alleged incident, offer a listening and non-judgmental approach.
- Help the pupil to understand the implications of their actions and the impact on the other pupil.
- Agree an appropriate 'Code of Conduct'.
- Inform parents – meet if appropriate.
- Monitor – class teacher, support and lunch time staff. If behaviour continues move to step 2.

Step 2

- Meeting with parents to discuss the situation, involve pupil in discussion and agree consequences, create a behavior management plan.

- Monitor
- Review meeting after two weeks. The school will use guidance from: *Behaviour in schools, (2022)* <https://www.gov.uk/government/publications/behaviour-in-schools--2> to ensure best practice when dealing with bullying behaviour

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in assemblies and other subject areas, as appropriate, in an attempt to eradicate such behaviour.

The policy will be promoted and implemented throughout the school.

Class teachers to report any incidents to a member of SLT.

Reviewed by Mrs Herron and Year 6 pupil representatives: spring term 2024

Approved by Governors: Spring term 2024

To be reviewed: spring term 2026