St. Margaret Mary's Catholic Junior School

Anti-Bullying Policy & Procedure

2018

This Policy was approved by	Curriculum and Policies Committee
Name	V. Fillingham
Position	Chair of Committee
Date	February 2018
Review Date:	Spring Term 2019-20

At St. Margaret Mary's Catholic Junior School we pride ourselves on our bespoke curriculum which has been designed by our children, governors, community and staff to ensure that learning experiences are rich and balanced. Throughout our curriculum and everything that we do here in school, we ensure that we are instilling nine key values: **honesty, humour, kindness, citizenship, resilience, peace, respect, spirituality, friendship.**

Overview:

In this school bullying and other forms of unacceptable intimidation, including bullying due to sexual orientation, cyber bullying by internet or mobile phone will not be tolerated. All will treat others with kindness and respect and will care well for each other. All will come to school to without fear and they will be happy and safe in school. Everyone will be vigilant and they will act promptly to intervene if there are any signs of bullying.

There are many definitions of bullying, but the Anti-Bullying Alliance bases its definition on the accounts of the victims of bullying. They consider it to be:

- intentional (including aggression)
- repetitive or persistent
- based on an imbalance of power, leaving the victim feeling defenceless
- can be face to face or happen online

Bullying can take many forms, but the main types are:

- **Physical:** pushing, hitting, kicking, pinching, threats, stealing
- **Verbal:** name calling, insulting, sarcasm, persistent teasing, offensive remarks, spreading rumours
- **Emotional:** tormenting, ridicule, humiliation, exclusion from social groups,
- **Racist:** racial taunts, jokes, offensive mimicry, graffiti, gestures
- **Sexual:** inappropriate and uninvited touching, abusive comments, innuendoes
- **Cyber Bullying:** insulting, threatening offensive messages through texting, social media etc.
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The Headteacher has a legal duty under The Schools Standards and Framework Act 1998 and Education Act 2010 to draw up procedures to prevent bullying among the pupils and to bring these procedures to the attention of staff , parents, carers and pupils. Our work on anti-bullying forms part of our commitment to the DfE's, as set out in 'Keeping Children Safe in Education' (Sep 2017)

Aims:
1. To ensure that all feel safe and free from bullying and intimidation.
2. To identify and protect vulnerable pupils and groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities.
3. To ensure that all children understand what bullying, including cyber bullying is.
4. To build an ethos where learners feel safe and free from threat and intimidation.
5. To promote good relationships where all are treated well and where learners care for each other.
6. To act promptly and effectively at the first sign of bullying including cyber bullying.
7. To encourage learners and parents to report any attempted bullying.
8. To protect and reassure any victims of bullying.
9. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
10. To make this a happy school that is free from bullying of any kind including cyber bullying.

Strategies:
To meet our aim we will ensure that the following strategies are employed:
1. The behaviour policy will be used effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All staff will be vigilant and intervene immediately and effectively if any bullying is observed or reported.
3. All learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.

4. All allegations of bullying will be investigated and followed up.
5. Any cyber bullying of staff or pupils , in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate
6. Any victim of bullying will be protected immediately and in the future.
7. Any allegations of bullying will be reported to the Headteacher.
8. Anti-bullying week, Assembly time and any other relevant opportunities will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will use the school's behaviour policy and rewards strategy to reinforce this anti –bullying policy.
10. Learners and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and they will be expected to support the school.

Equal Opportunities and Inclusion

At St. Margaret Mary's Catholic Junior School we plan to provide for all pupils to achieve, including boys and girls, higher achieving pupils, gifted and talented pupils, those with SEN, pupils with disabilities, pupils from all social and cultural backgrounds including those who are Pupil Premium, Looked After Children and those who are subject to safeguarding, pupils from vulnerable groups and pupils from different ethnic groups and those from diverse linguistic backgrounds.

Outcomes and impact:

St. Margaret Mary's Catholic Junior School is committed to ensure our school has a warm, friendly, welcoming and safe environment. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated. Particular care will be taken of vulnerable groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities.

Policy Links:

Behaviour
Safeguarding and Child Protection
Allegations about a member of staff
Acceptable Use of ICT and E Safety
Equality & Diversity