

CORPUS CHRISTI CATHOLIC PRIMARY SCHOOL



Anti-Bullying Policy

Our Mission Statement

WE LIVE OUR LIVES LIKE JESUS

This means we will:

Share the Gospel values of love, forgiveness and peace on our journey of faith.

Promote relationships based on trust and mutual respect for all.

Strive for excellence in all that we do.

Establish strong partnerships with our Parents, our Parish and the wider community.

Promote a welcoming, safe and secure environment.

Jesus is at the heart of all that we are and do together at Corpus Christi.

Approved: March 2021
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Our Vision

“We live our lives like Jesus”

At the heart of our vision for Corpus Christi lies the child. All children are different; all children are special and should be treated as such. Our primary purpose is to enhance the quality of children’s learning through the effective and efficient delivery of the curriculum. We are committed to honesty, sensitivity and responsibility in all relationships. We will adopt a philosophy of continuous improvement in every aspect of the school’s work and life.

Corpus Christi Catholic Primary School wants to be recognised as a school at the heart of the community, providing an inclusive, safe, caring and stimulating environment in which to learn.

Our Mission Statement states “We Live our Lives like Jesus”, therefore, bullying of any kind is unacceptable at our school and we endeavour to help all our school community to treat others with respect.

Introduction

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group physically or emotionally.

Bullying can be summarised as:

S – Several
T – Times
O – On
P – Purpose

In most incidents of bullying, a power imbalance makes it difficult for the victim/s to defend themselves. Bullies may target pupils who are vulnerable or different.

Bullying can take many forms and can be direct or indirect through:

- Verbal and Physical Abuse.
- Emotional abuse.
- Indirect eg. being excluded from social interaction or being ignored.
- Harassment eg racial, sexual, homophobic.
- Cyber-bullying via text messages or the internet.

The effect on the victim or bullied person may include:

- Anxiety and fear.
- Change in behaviour or attitudes.
- Negative feelings about themselves.
- Change in confidence and self-esteem.
- Helplessness.

Aims and objectives of our anti-bullying policy

- To raise awareness of bullying so that it is properly understood and regarded as unacceptable by everyone.
- To ensure measures are in place to reduce the likelihood of bullying.
- To ensure children and their parents/carers know how to report bullying concerns.
- To ensure a consistent, whole school response to any bullying incidents that may occur.

Responding to concerns about bullying

- Everyone in the school community is encouraged to identify bullying as early as possible to prevent patterns of behaviour being established.
- Every pupil and his or her parents/carers should feel able to report an incident of bullying, whether he/she has been involved or is a witness. Staff must always listen to pupils or parents' concerns.
- When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This will involve an investigation into the situation.
- Counselling and support will be offered to the victim.
- Time will be spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future.
- If a child is repeatedly involved in bullying, the Head teacher will invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Head teacher may issue an internal or external exclusion.
- The staff member, who is initially informed of the incident, using Appendix 1 as a guide, must record any bullying concern raised on CPOMs (The School's online recording of incident system). The person dealing with the bullying incident should record any actions and follow up.
- Incidents should be followed up within the day it was reported initially by the pupil's class teacher.
- Staff should liaise and report any bullying concerns to the Key Stage Lead Practitioner. Where the pupil is on the SEND register the bullying should report the concern to the Inclusion Leader.
- Teachers, supported by the Key Stage Lead Practitioner or Inclusion Leader should inform both parents/carers before the end of the school day. This can be done face to face or via a phone call.
- Any form of bullying that takes place outside school, which spills over into the school, will be investigated in line with procedures for incidents that happen in school.

Roles and Responsibility

School Community	Responsibility
Governing Body	<ul style="list-style-type: none"> • Supports the Head teacher and staff in all attempts to eliminate bullying from our school. The Governing Board will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. • Monitors incidents of bullying that do occur, and reviews the effectiveness of this policy through the termly Head teacher's written report to Governors • The governors require the Head teacher to keep accurate records of all incidents of bullying, and to • Report to the governors on request about the effectiveness of school anti-bullying strategies. • Follow the School's Complaints Policy, if a parent/carer is unhappy with how an incident of bullying has been dealt with by the school.
Head teacher	<ul style="list-style-type: none"> • Set the school climate of mutual support and praise for success, thereby making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. • Establish a positive ethos where the whole school community understands that bullying will not be tolerated at Corpus Christi Catholic Primary School. • Implement the school's anti-bullying policy and related strategies, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. • Maintain effective records and tracking of any incidents of bullying.

	<ul style="list-style-type: none"> • Report racist bullying to the Local Authority. • Report to the Governing Board about the effectiveness of the anti-bullying policy. • Ensure all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
Teacher and support staff	<ul style="list-style-type: none"> • All staff in our school take all forms of bullying seriously, and must take the appropriate action if bullying incidents are reported or are evident. • Staff should support the person being bullied who should never be made to feel it is his/her fault and should be helped to feel safe. Staff should explain that the behaviour will be dealt with and what will happen. • When speaking to the person who is bullying, staff should ensure they are treated in calm, controlled manner and told that bullying is never acceptable. • Teachers plan opportunities to ensure all children know that bullying is wrong, and that it is unacceptable behaviour in this school. • Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use assemblies, liturgies, role-play and circle time to help pupils understand and empathise with the feelings of children who are bullied. • Teachers and other members of staff are aware of the recent increasing opportunities for 'cyber bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make children and parents/carers aware of the dangers of unsupervised use of mobiles phones or the Internet.
Parents and Carers	<ul style="list-style-type: none"> • Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school community. • Parents and carers who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should: <ol style="list-style-type: none"> 1. Contact their child's class teacher immediately. 2. If they are not satisfied with the outcome of this, they should contact the Head teacher. 3. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure. • Parents and carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites, and should exercise due parental responsibility in supervising their children's use of phones and the Internet.
Pupils	<ul style="list-style-type: none"> • Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know • Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Monitoring and review

- This policy is monitored by the Head Teacher who reports to governors about the effectiveness of the policy annually and on request.
- The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the Head of School. Governors analyse information for patterns of involvement of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs, having regard to the Equality Act 2010.
- This policy will be reviewed annually.

Factors to help determine if incident constitutes bullying

<ul style="list-style-type: none"> <input type="checkbox"/> It is a repeated incident or experience e.g. multiple incidents, cyber-bullying or the involvement of a group <input type="checkbox"/> The perpetrator has a history of bullying although this is targeted at a different victim <input type="checkbox"/> Hurt has been deliberately/knowingly caused (physically or emotionally) <input type="checkbox"/> Involves an imbalance of power: <input type="checkbox"/> Target feels s/he cannot defend her/himself, <input type="checkbox"/> Perpetrator/s exploiting their power (size, age, popularity, coolness, abusive language, labelling/name calling, etc.) 	<ul style="list-style-type: none"> <input type="checkbox"/> First hurtful incident between these children <input type="checkbox"/> Teasing/banter between friends without intention to cause hurt (should not happen again) <input type="checkbox"/> Falling out between friends after a quarrel, disagreement or misunderstanding <input type="checkbox"/> Conflict that got out of hand (should not happen again) <input type="checkbox"/> Activities that all parties have consented to and enjoyed (check for subtle coercion)
Incident is more than likely to be bullying	Incident is not bullying on this occasion

If bullying is identified, then please complete the Incident Form

Incident Form to support allegation of bullying

Type of Incident -Please tick to indicate type of incident					
Verbal abuse/name calling/threats/jokes (please circle)		Abuse of personal property		Physical assault	
Written derogatory comments (texts/emails/comments)		Abuse of family		Use of weapon	
Racist behaviour					

Location and time of incident: (eg. classroom, playground, corridor, out of school)			
Reported by:			
Victim(s)	Year	M/F	Ethnic group.....
Pupil/parents/staff/governor/visitor (delete as applicable)			
Perpetrators	Year	M/F	Ethnic group
Pupil/parents/staff/governor/visitor (delete as applicable)			
Witness	Year	M/F	Ethnic group.....
Pupil/parents/staff/governor/visitor (delete as applicable)			

Details of incident

Is this a repeat incident? Yes/No
Is this bullying or likely to lead to bullying Yes/No

Action(s) taken; including parental involvement. Any further or subsequent actions should be attached to this from.

Support for victim; including parental involvement and dates of follow up

Support for perpetrator; including parental involvement

Dealt with by (signed)

Position in school..... **Date**

Have the problems been resolved?

Please hand any completed forms to the head teacher