

CORPUS CHRISTI CATHOLIC PRIMARY SCHOOL



GOVERNORS' ANTI-BULLYING POLICY FOR 2015/2016

OUR MISSION STATEMENT

*Christ is like a single body, which has many parts.
'It is still one body even though it is made up of many parts.'*

(1 Corinthians 12 : 12)

We are a community, which supports children's learning and the development of their Catholic faith.

We witness this by recognising that Jesus is with us in all we think, do and say.

*We acknowledge the challenge of every individual
and strive to enable them to develop their full potential.*

We recognise that bullying is unacceptable in any form. If a member of our community is bullied, then the whole community is hurt, because we wish to be Christ like.

Management and update of the policy

The School Leader, Mrs L Cain, is the member of the school leadership team responsible for the anti-bullying policy. The member of the Governing Body with a special interest in anti-bullying is Mrs J. Haywood.

The anti-bullying policy was revised in September 2015. The date of the next review will be September 2016.

How the policy is developed, reviewed and revised

This policy has been developed in consultation with governors, senior leadership, staff, pupils and parents/carers. The anti-bullying policy is accessible on the school website (www.corpuschristicatholicschool.org.uk), additionally, a paper copy of this policy is available on request in the school office.

Position statement and values

We believe it is a basic right of every member of Corpus Christi to come to school each day without fear, and to enjoy an atmosphere of care and safety whilst here. A school community should be a community where God's love is evident.

Aims:

- To follow Jesus' example of caring for each other.
- To encourage an open, inclusive climate in which a child feels safe.

- To ensure through our faith and appropriate teaching, that we make it explicit to children that bullying is entirely unacceptable.
- To ensure that every member of the school community has a clear, consistent understanding of the term 'bully'.

Objectives:

- To ensure children throughout the school recognise the forms bullying may take.
- To ensure that children know that if they feel they are being bullied, they must tell someone in order for the issue to be redressed.
- To make children aware of options and strategies available to them, if they witness or personally experience an incident that they feel may be bullying.
- To enable children to recognise the differences between bullying and relationship problems, so that the appropriate response strategies may be applied.
- To build upon the caring spirit and mutual trust between children and staff, which exists within our community.

Definition and types of bullying

Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Bullying that happens online, using social networks and mobile phones, is often called cyberbullying. A child can feel like there's no escape because it can happen wherever they are, at any time of day or night.

Bullying includes:

- verbal abuse, such as name calling and gossiping
 - non-verbal abuse, such as hand signs or text messages
 - emotional abuse, such as threatening, intimidating or humiliating someone
 - exclusion, such as ignoring or isolating someone
 - undermining, by constant criticism or spreading rumours
 - controlling or manipulating someone
 - racial, sexual or homophobic bullying
 - physical assaults, such as hitting and pushing
 - making silent, hoax or abusive calls
 - online or cyberbullying
- (www.nspcc.org.uk)

We strongly feel that Jesus is with us in all we think, do and say, and therefore, we seek to achieve a shared understanding with all members of our community, of the nature of bullying and its different forms by:

- Our interaction in and out of the classroom environment and through our respect for every individual (eg) school rules, positive behaviour, respectful relationships.
- Our RE and God Matters topics (eg) recognising & celebrating diversity.

-Outside agencies (eg) Police, Health Service.

-Group and class discussions, circle times (eg) what constitutes bullying, the impact & the role of the bystander.

-Role play, drama, games, dance.

-PSHE planning, giving children the personal skills that help protect them from bullying.

-Newsletter, website, leaflets, parents' & community events (eg) online safety, Anti-Bullying Week.

School's responsibility

The school has a legal responsibility for preventing and tackling bullying as laid out in the Children Act 1989; Education Act 2002; Education and Inspections Act 2006; Equalities Act 2010.

It is the responsibility of the school to consider reporting the bullying as a child protection and/or criminal law issue should there be 'reasonable cause to suspect that a child is suffering, or is likely to suffer significant harm.' (Children Act 1989) School may also consider seeking assistance from the Police, for example, if they feel an offence has been committed under the Malicious Communications Act 1988.

Where bullying is reported to staff outside of the school premises, it should be investigated and acted upon. The school should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in the local community. If the behaviour could be considered criminal or poses a serious threat to a member of the public, the police should always be informed.

(DfE: Preventing and Tackling Bullying, Oct 2014)

This policy is related to school policies on behaviour, equality, inclusion, child protection/safeguarding, safety, confidentiality, curriculum, e-safety.

Specific responsibilities of the school community:

The Governing Body will monitor the effective use of the policy through regular reports from the School Leader of incidents of concern and review actions taken.

School staff will investigate and act upon all reported incidents in accordance with this, and related policies. School staff will also: encourage children to tell an adult member of our school community (eg) teacher, teaching assistant, lunchtime supervisor, Parish priest; listen carefully to all individuals involved and record details of the incident in the school Bullying Log; reassure the victim; involve parents, if necessary; respond as a community to the situation; set in place strategies to support all involved; encourage children to have a positive image of themselves and others.

Pupils will be encouraged to tell if they feel they are being bullied or if they have witnessed any incidents.

Parents will support the school in tackling bullying by engaging with school staff and responding to agreed plans for supporting children. Parents should contact the School Leader (Mrs L Cain) or SENCo (Mrs D O'Flynn) if they are worried that bullying has taken place. Parents wishing to make a complaint if they feel bullying has not been dealt with effectively, should write to the Governing Body.

Intervention: what school does when bullying occurs

Strategies used by the school to respond to bullying incidents to protect and support those being bullied:

- Investigate all reported incidents, speaking to all involved (including bystanders).
- Written record made of the outcome of the investigations and accounts of all pupils spoken to. Once it is established that bullying has taken place it will be written in the Bullying Log and parents will be asked to attend a meeting to discuss incident & support available.
- Support the pupil who has been bullied (eg) buddy up with other pupils, Silver Set SEAL, emotion literacy to build self esteem, communication book with home, teaching strategies to deal with social scenarios, safe place identified & available for pupil to go should they need to, additional role for lunchtimes & breaks, such as pupil mentor.
- Continue to support & monitor the pupils involved.

Strategies used by the school to engage those who have bullied others to acknowledge their responsibility, to recognise the harm caused and to support them to change their behaviour:

- Work with parents so that the child will have consistent messages
- Behaviour chart to encourage positive behaviour
- Self regulation group
- Social scenarios & emotional literacy
- The child may be asked to stay off the playground in order to reflect on behaviour, as well as keep others safe.
- Outside agencies may be involved (eg) Community Support Officers.

How bullying incidents are recorded & monitored:

- Individual accounts of the incident recorded & kept in Personal & Social files (locked in class cupboards)
- Recorded in Bullying Log (School Leader's Office)
- Bullying Log will be monitored at least termly to ascertain frequency and severity of incidents (sooner if necessary)
- The School Leader will report to the Governing Body at least annually with reference to the Bullying Log.
- Each incident will be considered individually.

If strategies put in place in accordance with the above prove ineffective, the School Leader will implement actions in the Governors' Policy on Behaviour Management.