

# **English Martyrs' RC Primary School**



## **Anti-Bullying Policy 2023-2024**



## **ENGLISH MARTYRS' R.C. PRIMARY**

### **ANTI-BULLYING POLICY**

Bullying can be physical, verbal, psychological, cyber (online or via text) or involve damaging or stealing of property. Bullying can be based on someone's race or ethnicity, religion or belief, culture or family background, gender, sexual orientation, gender identity, special educational needs or disability, appearance or health condition, home or personal situation.

English Martyrs' School is a place where every person has the right to be themselves and to belong and learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Bullying of any nature or form is unacceptable and will not be tolerated at our school. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

The safety, welfare and well-being of all pupils and staff is a key priority. We actively promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21<sup>st</sup> Century Britain. These values reflect those that will be expected of our pupils by society, when they enter Secondary School and beyond in the world of work or further studies.

#### **AIMS**

To build a community feeling where all staff pupils and parents view bullying seriously and where each individual in the school community has an important and valued role to play.

To let the children know that there is always a sympathetic ear and to encourage a listening, telling and believing environment where the concerns of the individual are taken seriously and dealt with appropriately.

To provide consistency and fair treatment for all so that everyone knows what to expect i.e. have clearly defined procedures for any inappropriate social behaviour.

To adopt a tolerant attitude towards others and a sensitivity to their needs.

To build relationships between adults and children based on mutual trust, respect and communication.

To enhance individuals confidence by providing a positive learning environment and appropriate curriculum for all children.

To help children come to terms with their emotions and to teach strategies for coping (See guidance).

To make parents aware of the standards of the school so that they know what to expect. (See parental guidance notes).

To minimise confrontation and encourage mutual respect by ensuring that break times and lunch times are adequately supervised.

### **GUIDELINES FOR STAFF**

Watch for early signs of distress in children.

Listen to the child and record the incident.

Offer the child immediate support and help.

Ascertain the severity of the problem.

Investigate the incident and record it.

Report all incidents to the deputy head teacher and, if appropriate, the safeguarding designated person

Take sanctions, if appropriate, in line with the school's behaviour policy.

Inform the children (victim of the bully) of the action you have decided to take.

Record incidents of bullying in a consistent way that allows for monitoring of behaviour.

Review at a later stage.

Information on strategies to cope with incidents of bullying are to be found in the staffroom.

### **GUIDANCE FOR PARENTS**

Take an active interest in your child's social life. Discuss friendships, how playtimes are spent and the journey to and from school.

Watch for signs of distress in your children. There could be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment that has gone missing, request for extra pocket money, damaged clothing or bruising.

If your child has been bullied try to establish the facts before giving advice. What you need to do depends on the severity of the bullying.

Try to distinguish between bullying and two children falling out with each other.

Bullying is never acceptable. Do not tell your child just to put up with it. Action needs to be taken.

Avoid taking actions that would make the situation worse. Do not immediately rush off to deal with the situation yourself.

If the situation appears to be serious inform the school and the appropriate steps will be taken.

### **GUIDELINES FOR CHILDREN**

If you are being bullied try being in charge of the situation – look steadily at the bully and say firmly “I do not like that”.

Tell your friends and say “no” to the bully.

Avoid being alone in places where bullying happens.

Tell your teacher, parents or any adult.

### **YOU CAN HELP STOP BULLYING**

Don't stand by and watch – fetch help.

Show that you and your friends disapprove.

Give sympathy and support to children who may be bullied.

Be careful about teasing or personal remarks – imagine how you might feel.

If you know of serious bullying, tell a teacher, parent or any trusted adult.

It's not telling tales, the victim may be too scared or lonely to tell.

September 2023

To be reviewed September 2024