



# ST MARY'S ROMAN CATHOLIC PRIMARY SCHOOL RICHMOND

## POLICY FOR ANTI BULLYING

### **Introduction**

In St Mary's we are agreed that bullying in any form is unacceptable. We aim to empower all individuals to challenge, remedy and prevent bullying and create a culture where the rights of the individual are valued and upheld.

### **Definition**

#### **What is "bullying"?**

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else.

It is a repeated intent to exclude, control and exploit others.

It is always considered unacceptable behaviour. It is not only physical violence carried out by one pupil on another, but also includes verbal bullying, name-calling and deliberate isolation of pupils.

### **Aims and purposes**

- To make clear to children, parents, staff and governors the school's anti-bullying policy
- To provide a safe, listening and telling environment where all children and staff are valued as individuals and their rights, beliefs and values are respected
- To establish a positive whole-school anti-bullying ethos
- To raise all pupils and parents' awareness of the school's provision for supporting the victims of bullying
- To raise all pupils and parents' awareness of the school's procedures for dealing with bullying incidents

### **Key points:**

The most important action is to prevent bullying happening.

### **We do this by:**

#### **Using the adults in school as a model.**

We will avoid sarcastic comments, derogatory nicknames, dominating and humiliating behaviour.

We listen to pupils when they are willing to talk about bullying.

We are sensitive to a pupil's need for privacy and respect.

We ensure the curriculum includes work on behaviour and relationships at regular intervals.

We ensure the work is covered in a variety of ways to provide access and equality for all children

### **The children:**

Knowing their rights to be physically safe

Are free from insult, derogatory terms and teasing

Are able to associate with other children for companionship and friendship

### **Being encouraged to take responsibility:**

for the physical safety of others;

for the security of everyone's personal possessions;

for freedom from hurt by name calling and teasing;

for including all pupils in their games and activities.

## **How do we react to Bullying?**

Ensure that the targeted child knows to whom they can talk.

Each class to have a 'worry box' which is reviewed by class teacher at regular intervals.

Make the targeted pupil feel safe.

Vulnerable children are identified by the Interventions Team and a support group is established.

Encourage better behaviour from the perpetrator, colluders and observers.

Use restorative practise with all parties

All incidents will be recorded in the Incident book kept in the headteacher's room.

## **Equal opportunities**

Refer to equal opportunities polices - staff and pupils.

## **Health and safety**

Refer to Health and Safety Policy.

## **Responsibility**

Safeguarding children and adults is the responsibility of all. Responsibility for overall discipline is that of the Headteacher and all staff are expected to be aware of this policy and work with it.

## **Monitoring**

Monitoring will be by evidence when appropriate, in the Incident Book in the Headteacher's room.

Headteacher	Mrs K Whitehead	Date	December 2016
Chair of Governors	Mrs A White / Mrs A Kane	Date	January 2017

‘Learning with fun, friends, family and faith’

