



# **Anti-Bullying Policy 2019-2020**



**The Romero Catholic Academy**  
Nurturing the Talent of Tomorrow



## Our Mission Statement

### ***"Learning and loving on our journey with Jesus"***

At Ss Peter & Paul Primary Catholic Primary School staff, parents and children work together to create a safe, happy and caring environment where children can learn and grow in accordance with our Mission Statement. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

### **Definition of Bullying**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

At Ss Peter & Paul Catholic Primary School we recognise the following types of behaviour as bullying and harassment:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on, the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, e.g. email & internet chat room mobile threats by text messaging
- & calls, misuse of associated technology (camera and video facilities)
- It may also include having money and other possessions taken or tampered about with

### **Dealing with Bullying**

Through the school (including assemblies), pupils are made aware of what constitutes antisocial behaviour and are encouraged to inform their teacher and/or any adult of concerns they have in relation to being the subject of bullying or harassment. Pupils are made aware that ignoring the problem will not make it go away. School advises pupils and their parents how to stay safe, including safe use of the internet and mobile phones.

## **Signs of Bullying**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Runs away or attempts / threatens suicide
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Standards in school work deteriorate
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Reporting incidents of Bullying**

All incidents of bullying are taken very seriously and can be reported to the child's class teacher or an appointment can be made via the school office to see another member of staff should you wish.

## **Strategy for dealing with Bullying**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

## **Procedures to deal with reported incidents of bullying / harassment**

- The pupil reporting the incident should be listened to carefully and supportively.
- All cases of bullying will be recorded by the staff member
- Witnesses to the incident (s) will be spoken to
- If the staff member feels the evidence given by the child is representative of bullying the Vice Principal/Principal should be informed.
- In serious cases parents will be informed and will be invited to attend a meeting to discuss the problem and resolution
- If necessary, and appropriate, police will be consulted

### **Outcomes for the victim**

The pupil will be re-assured that the school is dealing with the incident and told of the measures to be put in place to prevent the perpetrators from offending again. Senior staff will report back their decision to the victim's class teacher.

The parents of the victim will be informed of the incident and measures taken to prevent the incident happening again.

The victim will be closely monitored by the class teacher and senior staff. This will include making short observations of the victim on the playground.

The situation will remain a focus until it has been established that the bullying/harassment has ceased.

If appropriate, the perpetrator(s) will be asked to apologise to the victim.

### **Outcomes for the perpetrator(s)**

It will be made clear that the school adopts a zero policy towards the kind of behaviour they have been exhibiting. The perpetrators will be asked to apologise for their actions. Guidance and support will be given to the perpetrator(s) to support him / her / them in changing their behaviour. Senior staff will inform the parents and ask them to come into school to discuss the incident.

### **As a consequence we may:**

- Withdraw privileges for a set period of time e.g. withdrawal from representing the school or attending an after school activity.
- Withdraw playtimes for a set period of time.
- Contact the police
- In extreme cases a period of exclusion will be served on the perpetrators.

As the behaviour of the perpetrator improves, then favoured activities can be reinstated, and the child should be praised for improved behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.