



**ST. HELEN'S CATHOLIC PRIMARY SCHOOL**  
**ANTI-BULLYING POLICY STATEMENT**  
**JUNE 2016**



**ST. HELEN'S MISSION STATEMENT**

**RESPECT YOURSELF,  
RESPECT EVERYONE IN OUR SCHOOL COMMUNITY,  
RESPECT EVERYONE IN OUR LOCAL COMMUNITY,  
RESPECT EVERYONE IN OUR GLOBAL COMMUNITY  
BUT MOST OF ALL, RESPECT GOD OUR FATHER IN HEAVEN.**

The Governing Body of St. Helen's Catholic Primary School adopted this ANTI-BULLYING POLICY in June 2016.

**Definition of Bullying**

The Department for Children, Schools and families guidance outlines bullying as: 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities.'

At St Helen's Catholic Primary School we are committed to providing a safe and happy learning environment where everyone is respected. As a school we take bullying seriously. Bullying of any kind is unacceptable and will not be tolerated.

**Aims**

The aims of our anti-bullying policy are as follows:

- To create an ethos in which attending St Helen's is a positive experience for all members of our community.
- To ensure governors, teaching and non-teaching staff, parents/carers and pupils have an understanding of what bullying is.
- To make it clear that all forms of bullying are unacceptable at St Helen's.
- To encourage pupils to TELL if they or someone they know is being bullied, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To make clear the procedures for reporting concerns about bullying.

- To liaise with parents/carers and follow up any concerns as a matter of urgency.
- To ensure all members of our community feel responsible for helping to reduce bullying.

### **What is Bullying?**

- Bullying is usually a series of incidents. At St Helen's we use the **STOP** slogan. Children are reminded that bullying is: **Several Times On Purpose**. Single incidents, although unpleasant are not bullying.
- Bullying usually happens when the relationship is imbalanced.
- Bullying causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.
- Bullying is intentionally harmful - though occasionally the distress it causes is not consciously intended by all of those who are responsible.
- Bullying can take the form of :
  - Physical bullying including; pushing, kicking, hitting, unwanted physical contact
  - Verbal bullying including; name-calling, racial, sexual or other personal comments, the use of derogatory remarks, spreading rumours.
  - Psychological bullying which can lead to the reduction of a child's self-confidence or self-esteem through threatening behaviour, taunting or teasing.

### **Types of Bullying**

**Cyber-Bullying-**'The use of Information Communication Technology, particularly mobile phones and the Internet to deliberately hurt or upset someone' DCSF 2007

#### **Bullying around Race, Religion and Culture**

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

#### **Homophobic Bullying**

This occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

#### **Sexist, sexual and transphobic Bullying**

Sexist, sexual and transphobic bullying occurs when a pupil (or group), usually repeatedly, harms another pupil or intentionally makes them unhappy because of their sex or because they may not be perceived to conform to normal gender roles. The root cause of sexist and sexual bullying is gender inequality.

#### **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language

### **Identification**

The most important element in identifying bullying at St Helen's is the creation of a positive school culture in which bullying is not tolerated and the reporting of bullying is seen as a positive and valued act. Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- child is frightened of walking to or from school
- child changes their usual routine
- unexplained bruises, scratches, cuts,
- missing belongings,
- damaged clothes
- loss of appetite,
- marked deterioration in performance
- stomach aches, headaches,
- losing interest in school,
- withdrawn, secretive, isolated
- unusual shows of temper,
- high level of anxiety, mood swings,
- concentration difficulties.
- asks for money or starts stealing money to pay the bully.
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- truancy.

These signs and behaviours are not exhaustive but can be considered to indicate possible problems.

### **Strategies to prevent Bullying**

- Regular reminders of the whole school policy to TELL an adult or friend if a child is being bullied or sees a friend being bullied.
- Regular discussion of the **STOP** slogan. This ensures children are aware of the difference between bullying and a disagreement.
- Regular discussion of bullying in assemblies, Personal, Social, Health and Citizenship Education (PSHCE) lessons, Philosophy for Children and circle time sessions.

- School council and school peacemakers to support other children in order to have positive playtimes.
- St Helen's will take part in the National anti-bullying week.
- Encourage activities to improve social skills such as the ability to mix and the ability to be assertive without being aggressive
- Be alert to pupils who may be particularly vulnerable e.g. newcomers, refugees, travellers, those with disabilities
- Be vigilant and look out for possible incidents
- Provide a quiet area for children to go to get away from situations where they are uncomfortable (Time Out Room, Rainbow Room)
- All school staff must act-and be seen to act-firmly against bullying wherever and whenever it happens
- Provide a 'worry' bag where children can record their concerns and action is taken as necessary.
- Involve outside agencies for support where appropriate
- Regular information about cyber -bullying and E-safety in class assemblies.
- Safer internet day resources used to remind children of school procedures regarding internet safety. All children should stay **SMART**.

#### Stay E-safe by being **SMART**

**Safe**-Keep your password secret.

**Manners**- Always be polite online

**Accepting**-do not accept unfriendly texts or e-mails-ignore and tell an adult.

**Reliable**-People online might try and change your views. Only chat to people such as family and friends you know.

**Tell**-Always tell an adult if you are uncomfortable or being bullied online-cyber bullying.

#### Responding to incidences of Bullying

All staff will:

- Take the incident seriously
- Listen to the child who comes to you as the victim
- Support the person who has been bullied to express their feelings
- Talk the incident through with all parties involved
- Take notes or make a written account/statement if appropriate
- Discuss with the Headteacher or an SLT member who will decide on next steps or any further action
- Support the victim in learning some strategies to help him/herself (the 3 step approach)
- Inform parents/carers
- Devise a plan for dealing with the bullying and share this with the parents, taking account of their views (conflict resolution)

- Attempt to reconcile the relationship between the bully and victim.
- Distinguish between children 'falling out' and bullying
- Continue to monitor the situation

### **The 3 step approach**

**Step 1:** Hold up hand with palm facing other child and firmly say 'Stop it '.

**Step 2:** Firmly say 'I don't like it when you do or say that'

**Step 3:** Firmly say 'If you do it again I will tell an adult'

### **Desired Outcome for the Victim**

**As a result of the intervention the victim should be:**

- Empowered to deal with similar situations that might arise in the future.
- Given opportunities to practise the new skills required (drama, role-play etc...)
- Given messages by adults that they don't have to be a victim.
- Provided with opportunities that will increase status and self-esteem.

### **Desired Outcome for the Bully**

**Bullying makes bullies feel good. As a result of the intervention the bully should be:**

- Made aware that bullying is not acceptable.
- Made fully aware of the consequences and sanctions.
- Provided with alternative means of feeling good, i.e. self-esteem group, helping others etc...

### **Bullying outside a school's premises:**

Bullying can take place outside the school gate, and on journeys to and from school. The bullying may come from pupils of the school or pupils of other schools or people not at school at all. The school's Anti-Bullying policy encourages pupils not to suffer in silence. Where a pupil tells of bullying off the school premises we will:

- Identify who is involved in bullying.
- Identify where the bullying is taking place.
- Talk to local police about problems on local streets.
- Talk to the Headteacher of another school whose pupils our pupils
- Map safe routes to school, and tell pupils about them.
- Talk to pupils about how to avoid or handle bullying outside the school premises.

### **Monitoring, evaluation and review**

The school will review this policy regularly and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy.

### **Advice to parents/carers**

If you are concerned that your child is being bullied the following may be helpful:

- Consider whether the incident is an incident of bullying as defined above, or just children 'falling out' with each other
- If you are still concerned contact the school and talk to a member of staff (usually the classteacher in the first instance)
- Be patient, calm and supportive and encourage your child to talk about what has happened
- Reassure your child and explain that it is a problem that can be solved
- Discuss the kind of things that your child might like to happen now.

Useful contact information:

Childline 0800 11 11

[www.childline.org.uk/Bullying](http://www.childline.org.uk/Bullying)

Kidscape 020 7730 3300

[www.kidscape.org.uk](http://www.kidscape.org.uk)

BeatBullying 020 8771 3377

[www.beatbullying.org](http://www.beatbullying.org)

NSPCC 0808 800 5000

[www.nspcc.org.uk](http://www.nspcc.org.uk)