



Blessed Robert Widmerpool Catholic Voluntary Academy

Anti-Bullying Policy

'Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.'

Ephesians. 4:29

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is ongoing, deliberate and unequal. When a bully exercises power over someone and leaves them unable to defend themselves. Bullying can happen anywhere. In order to build an anti-bullying ethos, children must learn how to manage their relationships with others constructively.

Bullying can take different forms. It can be:

- Physical – hitting, kicking, spitting, pushing someone, making rude gestures, taking belongings, getting someone else to hurt others
- Verbal – name-calling, insulting, making offensive remarks, whispering behind someone's back
- Indirect – spreading malicious rumours, exclusion, cyber bullying, discrimination
- Racist, homophobic and gender related
- Repeated over a period of time. (Several times on purpose)
- Peer on peer abuse both online or offline

Aims

- Provide an environment where all children feel safe and secure.
- Ensure that all children and adults within school have a common understanding of what bullying is.
- Minimise incidents of bullying.

Whole School Strategies to Minimise Bullying

- The school does not tolerate bullying
- As a school, we actively seek, listen to, and value the views of pupils. This is done on an individual basis, in class discussions, in curriculum subjects and through House Meetings.
- All children know and use the school's code **STOP (Several Times on Purpose)** and **STOP (Start Telling Other People)** definition and strategy.
- The school code (**STOP**) gives clear advice to children. This is discussed in House Meetings, in class and there is a school display dedicated to it.
- During National Anti-Bullying week, School and House Captains present an anti-bullying assemblies to the school.
- All children take part in activities which raise awareness of **STOP**. This is done through assemblies, competitions, discussions and debates in classrooms.
- The subject of bullying is addressed at regular intervals in RSHE/PHSE education.
- Opportunities are provided in school as part of the curriculum in RE, RSHE and PSHE curriculum so that issues can be explored: e.g. Anti-bullying Week, House meetings, co-operative group work and circle time.

- Play leaders are trained each year to deal with minor issues whilst referring more serious ones to staff.

How the School Responds to Specific Allegations of Bullying

- All allegations of bullying are carefully investigated. Pupils, parents and staff are encouraged to talk openly about the issue.
- All incidents are recorded on CPOMs.
- A record is kept of known bullying incidents which is shared with and analysed by the Governing Body.
- Children know who to talk to in the first instance. This will usually be their class teacher, but it could also be a House Captain or another teacher or adult known to them.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed. Children are taught strategies to help them deal with bullying situations which they may encounter.
- Staff respond calmly and consistently to allegations or incidents of bullying. The school protects and supports all parties whilst issues are resolved.
- All staff are aware that children with SEND and / or differences/perceived differences are more susceptible to being bullied.
- If the bullying is particularly serious, or the anti-bullying procedures are seen to be ineffective, the Headteacher and the DSL will consider implementing child protection procedures.
- Cyberbullying is covered in our OLOL Trust IT policy.
- Our policy on racist incidents is set out separately and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of racist incidents.
- We keep a record of known bullying incidents which is shared with and analysed by the Governing Body on a termly basis.

The Role of the Teacher

Teachers support all children in their class, encouraging a climate of trust and respect. All forms of bullying are taken seriously. If bullying taking place between members of a class, the issue is dealt with immediately.

The class teacher discusses the problem with all parties to establish the situation and talk through any issues. An early resolution is sought. All incidents of bullying are recorded on CPOMs and reported to the Headteacher.

The Role of the Headteacher

It is the responsibility of the Headteacher to ensure that all staff are aware of the school policy and are able to deal with incidents of bullying.

The head teacher keeps a record of all incidents and reports them to the Governing Body. The Head teacher may invite the child's parents into the school to discuss the situation. As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes;

- Arrangements for beginning/ending lessons, lunchtimes, starting and ending the day
- Specific interventions in place to support the needs of children

Individual circumstance will determine the precise arrangements to be made. Support is provided where necessary to the child who is bullying to raise self-esteem and develop appropriate social skills. In more serious cases, the Headteacher may, exclude the child and/or seek advice from external support agencies.

Bullying outside school will be investigated and acted on in these cases the parents of the victim and perpetrator will be involved.

The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying. Incidents of bullying are taken very seriously and dealt with appropriately.

The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body responds to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

Review

This anti-bullying policy and its effectiveness is reviewed annually by the governors.

Useful Organisations and Websites:

Anti-Bullying Alliance: <http://anti-bullyingalliance.org.uk/>

Beat Bullying: <http://www.beatbullying.org/>

Links to other Policies:

Please refer to:

- BRW Safeguarding and Child Protection Policy
- BRW Behaviour Policy
- BRW E Safety Policy
- OLOL IT Policy
- RSHE Policy

Review Date: September 2022