

*St Margaret Clitherow Catholic  
Voluntary Primary and Nursery Academy*



*Anti Bullying  
Policy*

# St Margaret Clitherow Catholic Academy

## Anti Bullying Policy



### **Mission Statement**

St Margaret Clitherow School is a community concerned with the growth and development of the whole person. In that community great importance is attached to every individual. The foundation of all that school does is the person of Christ, who is at the centre of the community. Our aim is to encourage individuals to grow to Christian maturity through the opportunities we provide.

**'Love one another as I have loved you.'**

Our School states that bullying in whatever form will not be tolerated. We aim to create a caring, happy, listening environment where everybody will respect each other and accept differences. We encourage all who come to our school to feel good about themselves. All people are equal in the sight of God, unique and created in God's own image and loved by God. The school shall make no discrimination or differentiation on the grounds of race, colour or ethnic background and shall treat every person with equality and esteem and the respect and dignity due to a child of God. We are all mutually responsible for the well being of each other and ultimately it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Bullying can cause a great deal of unhappiness; the only efficient way to deal with bullying is to bring it out in the open.

### **WHAT IS BULLYING?**

- Bullying hurts
- Bullying frightens
- Bullying threatens
- Bullying is not a one off

**Bullying is the persistent use of any kind of behaviour with the intention of hurting another person, and which results in pain and distress to the victim. There are many definitions of bullying, but most consider it to be:**

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves

**(The Children's Act 2004)**

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**ALL** Staff, governors, pupils and parents should have an understanding of bullying and clear procedures for reporting bullying should be understood and followed.

Incidents of bullying will always be dealt with.

The school will be proactive in respect of unacceptable conduct which occurs outside the school that is connected to the school.

### **TYPES OF BULLYING**

**Physical** - Pushing, kicking, hitting, punching or any use of violence.

**Verbal** - Threatening, name-calling, sarcasm, spreading rumours, teasing.

**Emotional** - Ignoring or excluding from groups, tormenting (i.e. hiding books, threatening gestures), being unfriendly.

**Racist** - Racial taunts, graffiti, gestures.

**Sexist** - Sexist remarks, offensive stereotyping or belittling of a person's sex.

**Sexual** - Unwanted physical contact or abusive comments.

**Disability** - Physical, verbal, emotional abuse of a person because of their disability.

**Cyber bullying** - Mobile, Internet and Wireless technologies used to taunt or abuse others.  
(See Appendix A)

### **HOW DO YOU KNOW IF SOMEONE IS BEING BULLIED?**

The person might seem quiet, scared, tearful or upset. The victim might start missing school or might not want to join in with games and activities. Their schoolwork might suffer and bags, sports kit or other possessions might go missing.

### **HOW DO BULLIES BEHAVE?**

Bullies like to have power over people. Bullies are often loud and bossy. Sometimes they work alone and sometimes in groups. Bullies try to scare people. Often they are very cowardly and try to persuade others to join in with them. Bullies often spread horrid rumours about people.

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FOR PUPILS - WHAT TO DO IF YOU ARE BEING BULLIED

**DON'T SUFFER IN SILENCE.**

**YOUR SILENCE IS THE BULLY'S GREATEST PROTECTION**

**Tell** someone you can trust - Parent, grandparent, school buddy, teacher, friend, brother, sister.

**Try** not to show the bully you are upset.

**Stay** in a group and avoid areas where bullying can take place.

**Be** assertive without being aggressive. (Practise this).

**If** you are worried about telling someone that you feel you are being bullied, or any other concern you have use your classroom system (either box or post-it board) to let your teacher know, or tell your class representative on the School Council or a school buddy.

WHAT TO DO IF YOU THINK SOMEONE IS BEING BULLIED OR IF YOU SEE BULLYING TAKING PLACE

**Tell an adult - parent/member of staff, remember: SILENCE IS THE BULLY'S GREATEST PROTECTION. You are not telling tales.**

**If possible take action. Show your disapproval. Take responsibility - be a good friend.**

**Don't stand by - this will be interpreted as support for the bully.**

WHAT PARENTS CAN DO IF YOU THINK YOUR CHILD IS BEING BULLIED

**1. Watch for the signs.** A child may indicate by signs or behaviour that he or she is being bullied. If you are concerned and become aware of any of the following, you may wish to ask your child and/or the school if someone is threatening or bullying your child.

**Be** frightened of walking to or from school

**Be** unwilling to go to school

**Feigning** an illness

**Unwilling** to go into school/classroom (clings to you)

**Begin** doing poorly in their school work

**Come** home regularly with clothes or books destroyed

**Become** withdrawn, start stammering

**Become** distressed, stop eating

**Cry** themselves to sleep

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Have nightmares and even call out 'leave me alone'  
Have unexplained bruises and/or scratches  
Have their possessions go 'missing'  
Ask for money or begin stealing money (to pay the bully)  
Refuse to say what's wrong  
Give improbable excuses to explain any of the above

Encourage open dialogue with your child about school, share mealtimes whenever possible.

Share your concern with the school; immediately, talk to the Class Teacher and if still concerned the Headteacher. Bullying is not a necessary part of growing up.

Don't encourage your child to hit back, as he or she may lay themselves open to counter accusations if they do.

Boost your child's morale. Help him or her to realise that it is not he or she but the bully who should feel ashamed.

Inform the Class Teacher of any circumstances at home that may affect your child's behaviour.

### **IF YOUR CHILD IS THE BULLY**

It can be difficult for any parent to accept or acknowledge that their child may be bullying other children.

Remain calm. Talk things over and try to discover why they are bullying others. The bully, like the victim, needs help and support.

Share your concern with the school and ASK FOR HELP.

Help you child to accept responsibility for his/her actions.

Be aware of the signs of repeat behaviour in the future.

### **WHAT THE SCHOOL IS DOING**

Each class is represented by members on the School Council. Class issues are brought to the Council meeting which is held at least twice a month.

We have adopted a 'buddy' scheme to help others and a 'listening bench' whereby children who feel upset can sit on the bench and will always find someone there to talk to.

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Class teachers will make children aware of the above on a regular basis as part of their Literacy work, drama, circle time, EPR lessons and through units of work in the SEAL (Social and Emotional Aspects of Learning) project taught in all classes.

Class teachers will address the importance of friendship in PSHE particularly with regard to the development of the emotional and social competence of pupils. The process will include how to make friends and how to cope with friendship breakdowns and reinforce the importance of class identity.

Each year the whole school takes part in the Anti Bullying week dealing with a wide range of issues on the subject of bullying.

### **WHAT THE STAFF ARE DOING AT SCHOOL?**

By word and example showing that everyone is equal.

The school has established a School Council and Buddy System with representatives from each class. Problems, issues and concerns of the pupils are discussed openly and, wherever possible, solutions are found.

All complaints are investigated and if found necessary parents of victims and bullies are contacted immediately. Sometimes it may be necessary to arrange a meeting with both sets of parents to discuss the issues. Children are taught strategies of how to deal with bullying through their work in the SEAL project.

Bullying is an open subject; it is discussed at assemblies and in class and children are encouraged to discuss any problems.

Children are encouraged to accept responsibility for their actions. Children are told that hurting people, whether physically or emotionally, is wrong.

Each child is encouraged to recognise his/her own self-worth through play; writing and discussion (e.g. circle time).

Emphasis is placed on caring and kindness to counteract bullying behaviour. Language such as 'Why have you chosen to ...?' is used to encourage the child/children to think through their actions.

Every effort is being made to develop a positive attitude in all the children whereby tolerance of others and respect for individual differences are seen as being of paramount importance in relationships with others.

Each class will also have a 'Concerns/Worries Etc.' box. Children will be encouraged to write down their problems and they will be discussed during circle time or privately with the child.

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Openness and honesty about fears and feelings is encouraged so that opportunities arise for identifying bullying e.g. writing stories, games, discussions and role play.

PLEASE REMEMBER WE ARE A LISTENING SCHOOL,  
COME AND TELL US IF THERE IS A PROBLEM

### **THE SCHOOL POLICY:**

The school will:

Take all bullying problems seriously.  
Investigate all incidents thoroughly.  
Keep a written record of the incident, investigation and outcome.  
Inform parents of both bully and bullied.  
Provide support for both victim and bully.

### **WHAT WILL THE SCHOOL DO FOR THE VICTIM?**

The school will:

Reassure the victim that the bullying will stop and that telling does not rebound on the victim.  
Support the victim by listening and by encouraging them to talk about their experience.  
Tell the victim how the bully is feeling.  
Ask the victim to accept the bully's apology.  
Tell the victim who to turn to should any further problems arise.

**CHILDREN ARE TAUGHT THAT THEY MUST ASK FOR HELP IF THEY NEED IT**

### **WHAT WILL THE SCHOOL DO FOR THE BULLY?**

The school will:

Talk to the bully/bullies and get the bullying stopped.  
Try to find out why the bullying is happening.  
Try to solve the problem between the bully/bullies and the victim.  
Tell the bully how the victim is feeling.  
Help the bully to accept responsibility for his/her actions.  
Help the bully to change his/her behaviour by keeping in contact with them.  
Do everything it can to help a bully who admits he/she has a problem.  
Bring the victim and bully together, with an adult present, for the bully to apologise to the victim.  
Assess the situation and inform pparents.

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## **APPENDIX A**

### **TACKLING CYBERBULLYING**

Mobile, Internet and wireless technologies have increase the pace of communication and brought benefits to users worldwide; but their popularity provides increasing opportunities for misuse through 'cyber bullying'. School staff, young people and parents have to be constantly vigilant and work together to prevent this form of bullying and tackle it whenever it occurs.

#### **What is cyber bullying?**

Research commissioned by the Anti-Bullying Alliance from Goldsmiths College, University of London, identifies the following categories of cyber bullying:

- Text message bullying
- Picture/video clip bullying
- Phone call bullying
- Email bullying
- Bullying through instant messaging
- Buying via websites

#### **Who is most vulnerable?**

Because of the anonymity that new communications technologies offer, anyone with a mobile phone or internet connection can be a target for cyber bullying. What's more, bullies can reach much larger numbers within a peer group than they can with conventional bullying, for example, vindictive comments posted on a website can be seen by a large number, as can video clips sent by mobile phone.

#### **School Policy**

We have a Code of Practice which promotes safe internet etiquette; this is agreed and signed by all parents/carers.

Pupils at St Margaret Clitherow School are not allowed to have a mobile phone with them in school or take a mobile phone with them on a school trip.

As part of the ICT curriculum pupils will be taught about safe internet etiquette and the risks of new communication technologies, the consequences of their misuse and how to use them safely.



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All e-communications used on the school site or as part of school activities off-site are monitored.

We advise our pupils never to give out personal contact details online or post photographs of themselves on sites.

We advise our pupils that they should not respond to abusive emails, text messages or phone calls and should always tell an adult.

Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside the school.

We will work with other outside agencies to manage cyber bullying.

We will take action if a pupil is being cyber bullied or is bullying someone else.