



Our Lady of Lourdes
Catholic Primary School

Anti-Bullying Policy

Updated May 2017

MISSION STATEMENT

Our Parish School of Our Lady of Lourdes
welcomes everyone in the community,
to share with us the joys of our Catholic Faith.
We worship, learn and play together in the love of Jesus,
helping one another to become the people
God has created us to be.

Rationale

- to make the school's position on bullying clear
- to promote an anti-bullying ethos
- to provide details on what constitutes bullying
- to give guidance on procedures for dealing with bullying

Statement of Bullying

At Our Lady of Lourdes Primary School any form of bullying is directly contrary to our mission statement and to the Catholic ethos of our school. We treat all incidents of bullying very seriously and deal with these in the manner outlined in this document. This policy dovetails with the School Improvement Plan and the following policies: Policy for Social Inclusion, Equal Opportunities Policy, Behaviour Policy, Anti-Racist Policy, PSHE Policy, E-safety Policy. All underpin the coherent system in place in the school for facilitating a caring, secure learning environment in and around the school.

What Is Bullying?

Bullying:

- is deliberately hurtful behaviour, premeditated and calculated, not thoughtless or accidental

- causes distress at the time of the attack and the threat of future attacks
- is occasional/short lived or regular/outstanding
- is difficult for those being bullied to defend themselves
- can range in intensity from horseplay to vicious assault
- is carried out by one or more children/adults
- is motivated by personalized power or preserving group solidarity

See also the Anti-Racist policy for examples of bullying.

Bullying can take many forms but three main types are:

1. physical - hitting, kicking, spitting, taking belongings
2. verbal - name calling, insulting remarks
3. indirect (psychological) - excluding someone from a game, not allowing someone to sit beside you, spreading stories, highly competitive approach to academic or sporting success which makes others feel inferior

WE DO NOT USE THE WORD BULLYING FOR THE ROUGH AND TUMBLE OF SCHOOL LIFE. IT IS ONLY BULLYING IF IT GOES ON AND ON.

Cyberbullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click (for more, see E-safety policy).

Dealing With Bullying In School

Allegations of bullying - whether by pupils, parents or staff - are taken seriously and carefully investigated. The following is a plan of action:

- act immediately when a bullying incident takes place or is reported
- take time to listen to children's accounts of the incident. Remember that it is very rare that bullying takes place in isolation. There is nearly always some knowledge by others, even if they disapprove and refuse to join in
- be careful to establish that the incident is a bullying incident and not a conflict situation where both are responsible in some way
- provide clear support for the victim, interview him/her separately from the perpetrator and peer group
- make it clear to the perpetrator that his/her behaviour is unacceptable
- explain that bullying is serious for the following reasons
 - it is against God's law
 - it is against school policy/detrimental to the school ethos (We don't allow that in this school)
 - it is hurtful or demeaning to the victim
 - it is offensive to peers
 - it reflects poorly on the character of the perpetrator (You have let yourself down)
- remind the victim and peers who observed the incident of the steps they can take if a bullying incident takes place
- signal with your hand and say " Stop I don't like that"
- Immediately walk away and report the incident to an adult
- the perpetrator will be encouraged to make reparation according to the school's Behaviour Policy. They will be asked
 - what can you do to put this right?
 - how can you make reparation?
- punishing the bully does not make things better, however sanctions may be applied according to the degree of seriousness of each incident and the age and level of understanding of the perpetrator. These sanctions are those detailed in the Behaviour Policy.
- All bullying incidents will be recorded, whatever the outcome, in the Anti-Bullying Book in the headteacher's office

- Ensure witnesses are aware that the matter has been addressed
- Inform the class teacher
- Plan next steps (for the class teacher)
- talk through with the class at "circle time"
- talk through with the School Council
- appoint an adult to "shadow" the victim at playtime
- refer the victim to a member of the Leadership Team for support and assertiveness training
- it is important to respect confidentiality, the victim and the perpetrator should not be named in front of the class
- inform the Headteacher
- In all cases the victim's and perpetrator's parents will be informed by the Headteacher immediately by telephone.
- the Headteacher will inform all members of staff about the incident
- the Headteacher will hold a follow-up meeting with the victim's family to report progress

Dealing With Complaints From Parents/Carers

The school will take seriously any complaints by parents/carers about the bullying of their child. All complaints will be thoroughly investigated and recorded by the Headteacher. The outcome of the investigation will be reported to the complainants.

The Bullying of Members of Staff

The school leadership, including the governors, will fully support any member of staff who has become the target of bullying. Appropriate measures will be taken to protect the member of staff from bullying and to deal with the perpetrator. These might include disciplinary action for staff or - in the case of a parent - a meeting with the Headteacher, then the Chair of Governors, a letter from the Chair

of Governors banning them from the premises, an injunction or information to the police.

Complaints Against Members Of Staff

If a complaint or allegation of bullying is made against a member of staff, a thorough investigation will be conducted by the Headteacher in line with the school's disciplinary policy. If the allegation is found to be unsubstantiated, this will be made known to all involved.

Staff Training

At Our Lady of Lourdes School we recognise the importance of training for the promotion of anti-bullying. The Headteacher or Deputy Headteacher will organise regular Inset for all staff. Individual members of staff and governors will attend courses organised by the LA.

Monitoring The Policy

It is the responsibility of the Deputy Headteacher and the Headteacher to regularly monitor the policy. The Headteacher will have oversight of the "Bullying Incident Book."

To be reviewed in Summer 2020