

St Gregory's School Anti-Bullying Policy

1. Statement

- 1.1 We the staff of St Gregory's School both teaching and non-teaching are committed to providing a safe environment for all our pupils so that they can learn in a secure and relaxed atmosphere.

We follow the principal aims of our mission statement in promoting a love of God and each other and accepting that God's love for us prevails.

We accept and expect that a care for each other should be paramount in the attitudes of all of us towards each other.

- 1.2 This Policy represents the consensus of opinion of the whole staff, both teaching and non-teaching, and has been agreed by the governing body.
- 1.3 The implementation of this policy is the responsibility of the whole teaching staff and non-teaching staff of St Gregory's School. As the community, all of us who have contact with the children have a responsibility for their well being. All staff, teaching and non-teaching, should have access to this policy and be made aware of it.
- 1.4 The class teacher is responsible for overseeing the well being of the children in his or her class but in cases of serious or persistent bullying a senior member of staff will need to be included.
- 1.5 The S.M.S.A's should be particularly aware of the existence of this policy because of the frequency of bullying incidents during lunch time.
- 1.6 All class teachers need to be aware of incidents of bullying amongst the children in their care, whether bully or victim or both. They should be supportive of actions taken by others in implementing solutions, or actively involve themselves in such processes.
- 1.7 Parents must be aware of the existence of this policy and follow it when bullying is reported.
- 1.8 As a school we take bullying very seriously. The parents and children should be assured that they will be supported when bullying is reported.

It should be known by all that **bullying will not be tolerated.**

2. The Nature of Bullying

- 2.1 “A pupil is being bullied, or picked on, when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, locked inside a room, sent nasty notes, has their possessions hidden, when no one talks to them and things like that.

These things can happen frequently and it is difficult for the pupil being bullied to defend himself or herself. It is also bullying when a pupil is teased in a nasty way; including racial name calling and exclusion.

However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying”.

D.F.E.E. Bullying: Don't suffer in silence 1994.

We will challenge bullying behaviour in our school because:

- the victim may be unhappy about coming to school
- they may suffer injury
- they may experience loss of confidence and self-esteem
- they may begin to blame themselves for the bullying
- their educational achievement may be effected by the bullying

- 2.2 We recognise that bullying can come from any kind of family, regardless of social or cultural background.

We realise that there can be reasons for bullying:

- it can be dislike of the victim
- attention seeking
- something happening at home
- difficulty with school work
- having power over others

We undertake to explore the reasons and in so doing help the bully so that the behaviour will not be repeated but at the same time that the behaviour cannot be condoned for whatever reason.

- 2.3 We recognise that bullying can take place between:

Pupil to Pupil
Adult to Pupil
Pupil to Adult
Adult to Adult

3. Entitlement

- 3.1 All children in St Gregory's School have the right to feel safe and to know that they will always be treated fairly.
- 3.2 We recognise that if unchallenged bullies may feel that bullying is a quick and effective way of getting what they want.
- 3.3 That if the bully is unchallenged they may feel that the school is condoning the behaviour.
- 3.4 That if we are seen to be condoning the behaviour the victim will feel let down by adults.
- 3.5 Statistics from 3000 pupils in Infant/Junior schools show that:
- 27% have been bullied at some time
 - 10% at least once a week
 - 12% bullied others
 - 4% bullied others at least once a week

From this and our own research we can conclude that **BULLYING HAPPENS IN ALL SCHOOLS** - we cannot be complacent.

- 3.6 We understand that bullying can happen in the playground. At St Gregory's School we have taken steps to improve play-times for all.

4. Implementation - play-time equipment

- 4.1 We the staff of St Gregory's School recognise the need to deal with incidents of bullying quickly and effectively in a fair and just way.

The victim must feel confident in disclosing the fact that they are bullied by knowing that they will be listened to and taken seriously.

All parents and children should know the existence of this policy and the procedures to follow when an incident of bullying takes place.

Unchallenged bullying behaviour can lead to others copying this anti social behaviour, therefore all bullying behaviour must be investigated.

- 4.2 The incident should first of all be reported to the class teacher if the parent is reporting on behalf of the child.

The child may report the incident to whoever is at hand at the time e.g. at lunchtime the S.M.S.A's may be involved, or the teacher on duty at playtime. Whoever the child discloses to, the class teacher must be made aware and where possible investigate or be involved in investigating the incident.

- 4.3 In incidents of serious or repeated bullying the parents need to be involved. They should be invited into the school to meet and discuss what has happened.
- 4.4 The investigation of the bullying must be fair and both bully and victim listened to carefully.
- 4.5 If possible the pupils should be reconciled. The bully may be asked to genuinely apologise to the victim for what they have done and be made to understand how their actions have made the victim feel.
- 4.6 If, after investigation, the bullying continues, or if the bully is bullying other children, then senior members of staff must be involved.

Serious sanctions may have to take place. Such sanctions may include suspension or even exclusion.

We must be seen to take the repeated actions of the bully very seriously.

- 4.7 After investigation and resolution, each case will be monitored by the class teacher to ensure that repeated bullying does not take place.
- 4.8 Refer to Behaviour and Discipline Policy and Guidelines.

5. Assessment

- 5.1 Frequent discussions will take place through circle time and carpet time concerning the well being of the children.
- 5.2 Questionnaire will be completed by all children with parents.
- 5.3 We will communicate with all children through the School Council to report their feelings about the incidents of bullying in this school.
- 5.4 We will secure the opinions of parents through the parent class representatives in consultation with the School Council.

6. Review

- 6.1 This policy will be reviewed by the Headteacher and staff in the autumn term 2011.

Sue Clare
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