



St Wilfrid's RC Primary
POLICY FOR ANTI-BULLYING 2021-22

**FOR THE ENTIRE LAW IS FULFILLED IN KEEPING THIS ONE COMMAND:
"LOVE YOUR NEIGHBOR AS YOURSELF." Galatians 5:14**

Statement of Principle

At St. Wilfrid's Primary School, we aim to provide an environment that is both safe and secure, in which children may develop and grow positively to achieve their full potential. Therefore, we believe that all of our children are entitled to be treated with respect and understanding and to participate fully in school life without experiencing intimidation. Bullying prevents this entitlement from being met and as such causes inequality of opportunities. It is the responsibility of all members of our school community to prevent this from happening. We understand the importance of listening, and aim not only to actively listen to the children and young people in our care, but also to act accordingly on information imparted to us. In this way, we hope to ensure that a safe, secure and positive environment is maintained.

Definitions of bullying

Bullying is 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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

DfE - Preventing and Tackling Bullying? July 2017



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Types of bullying may include: inappropriate language, verbal or physical threat, emotional abuse or physical violence in person or online due to :-

- Religion
- Racism
- Poverty or wealth (lifestyle)
- Homophobic
- Biphobic
- Transphobic
- Image issues
- Sexual orientation
- Disability and SEN
- Young people's roles as carers or looked after children

This anti-bullying applies to pupils, parents and members of staff everyone involved in our school community.

PREVENTION STRATEGIES ADOPTED BY SCHOOL

The school community includes all pupils, teaching and non-teaching staff, parents and governors. They will be informed of and involved in the Anti-bullying policy.

This will be done through:-

- Assemblies
- Newsletters
- Across the curriculum links and references to tolerance and positive behaviour are made throughout the year. Particularly in RE, PSHE , Relationship and Sex Education & Health, Philosophy for Children (P4C) , History and Art)
- Staff meetings / training for all staff
- The Buddy system
- Positive reinforcement - rewards system for good behaviour.
- Anti Bullying education throughout the year (including Anti Bullying Week, Termly Safety weeks and Health & Wellbeing Weeks)



HOW BULLYING IS DEALT WITH

Pupils

Pupils are encouraged to tell a teacher or adult they trust, if they are being bullied or think they are being bullied; if they witness bullying or are worried about someone who is being bullied or may be at risk of being bullied.

Staff

Any form of bullying whether physical or verbal will be dealt with in the same way. Bullying for any reason (see list on page 2) will be taken seriously and dealt with by staff. All staff are trained in anti-bullying awareness and staff will use CPOMS online system for recording concerns, they are aware of procedures if there is a safeguarding concern. The Head Teacher will be informed of all incidents.

Staff will:-

- Encourage pupils to be open about and discuss incidents of bullying
- Listen to and treat pupils sympathetically and take their concerns seriously
- Deal with any bullying as soon as it is reported
- Support all parties while issues are resolved - perpetrators and victims will receive support.

Ensure that victims know:-

- They can tell staff their worries
- They will be listened to
- School is a safe environment to tell
- They will be supported
- The perpetrators will be dealt with and supported
- Incidents will be recorded and Head teacher will be informed
- Parents may be informed

Ensure that perpetrators know:-

- What effect their actions are having
- That their actions are not acceptable



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- That the Head Teacher will be informed.
- Parents may be informed
- That the incident will be recorded
- What sanctions will be administered to ensure that such behaviour is not repeated e.g. Asking bullies to put themselves in the victim's position and write about their feelings. Apology by the bully to the victim (written or verbal) Some other sanction in line with the Behaviour Policy.
- Involve pupils in discussion about what action will be taken and what they must do if bullying reoccurs
- Monitor incidents.

The Headteacher:

- Sets the school climate of mutual support and praise for success, so making bullying less likely
- Ensures that all staff are trained to deal with incidents of bullying and are aware of agreed strategies
- Ensures that all children know that bullying is wrong and it is unacceptable behaviour
- Oversees and is involved in the investigation, recording, monitoring and review of all bullying incidents in school
- Supports the staff in dealing with bullying incidents
- Investigates more serious incidents
- Informs parents and holds reviews when needed
- Keeps abreast of current strategies and "best practice"
- Liaises with outside agencies and other schools.

Parents

At St Wilfrid's we aim to work with parents and would inform them if their child was involved in or affected by bullying of any kind. We hope parents support us in this role and feel comfortable sharing their own concerns with school. We hope parents will support any sanctions given to perpetrators and support the actions for victims.



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- If you suspect or have reason to believe that your child is being bullied, or your child is showing a number of characteristics of bullying behaviour:
- Be calm; show sensitivity and concern and re-assure your child that he or she is not to blame. Contact any member of staff or the governing body at the earliest opportunity. Any issues will be confidential.

Children and alleged bullies will be informed of the action the school will take and will be informed of progress where appropriate.

MORE INFORMATION Useful information can be accessed:-
www.bullyinterventiongroup.co.uk

www.bullyingonline.co.uk

www.childline.org.uk

www.stonewall.org.uk Staff have had training in LGBTQ issues and ways to combat negative language and behaviour and are aware of Stonewall's top ten recommendations for tackling homophobic language

REPORTING Bullying incidents will be reported to school, recorded and monitored by Head teacher.

CONFIDENTIALLY Due to the sensitive nature of all bullying concerns, confidentiality will be paramount.

COMPLAINTS If you are unhappy with the way a case has been handled, complaints should be made in accordance with the General School Complaints Procedure, available from the School Office and on school website.

Policy Update January 2021

Next policy Review September 2022