



**ST TERESA**  
*of* **CALCUTTA**  
Catholic Academy Trust

# **Our Lady & St Paul's R.C. Primary School,**

**A Voluntary Academy**



## **Anti-Bullying Policy**

Issue No	Author/Owner	Date Written	Approved by Governors	Comments
1	H.Aspinall	21.1.26		

At Our Lady and St Paul's,  
we love, we learn, we follow Christ.



We work and play, we do our best,  
We **achieve** with God to guide each quest.

We care, we share, we laugh, we **belong**,  
In His love and friendship, we grow strong.

We shine, we pray, we grow and **thrive**,  
With Jesus' love helping us come alive.

*"If I am without love, I am nothing." - 1 Corinthians 13:2*

## Introduction

Our Lady & St Paul's RC Primary School has adopted guidance set out in **Rochdale's Anti Bullying Policy** and the **DfE's 'Preventing and Tackling Bullying'**. The school remains committed to the Anti-Bullying - Charter for Action and regards the welfare and safeguarding of its pupils as one of its top priorities.

The school has a clear behaviour policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

## Definitions:

Bullying is 'persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.'

Bullying can be described as: **"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally"** (Refer to: 'Preventing and Tackling Bullying' DfE 2011)

## Aims and objectives

- To promote a culture where all children and adults are valued and treated with respect
- To raise the awareness of the nature and impact of bullying and what systems are in place to deal with it
- To develop a school ethos in which bullying is regarded as totally unacceptable
- To produce a safe and secure environment where all pupils can learn about respect and their responsibilities towards others
- To promote the understanding that the management of bullying is a responsibility of us all
- To produce a consistent attitude and response towards bullying from all members of the school community

To make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the whole issues of bullying.

## The Role of Governors

The Governing Body supports the Head teacher in the employment of anti-bullying strategies.

This policy statement makes it very clear that the Governing Body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governors require the head teacher to keep accurate records of any incidents of bullying, particularly those that are racially motivated, together with the action taken.

The head teacher retains responsibility for reviewing the effectiveness of anti-bullying strategies and together with the Governors, reviews this policy on an annual basis.

Where a parent is unhappy with the action taken by the head teacher in response to a bullying incident, they have

the right to make a formal complaint to the Governing Body. The Governing body should respond to any formal complaint within ten days and must notify the head teacher of the need to conduct an investigation into the case and to report back to a representative of the governing body.

### **The Role of the Head teacher**

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that **all staff** are aware of the school policy and know how to deal with incidents of bullying.

The head teacher has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, Religion / SMSC/ Statements to Live by lessons and when dealing with specific incidences of inappropriate behaviour.

The head teacher has specific responsibility for developing a school climate of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Informal communications between staff and with parents are undertaken immediately when a bullying issue arises. Where appropriate this is shared with other members of staff at staff meetings and ways of addressing individual problems are discussed.

### **The Role of All Staff**

Staff have a collective responsibility for discouraging and responding to any incidences of bullying.

If members of staff witness an act of bullying, they support the children involved following the behaviour policy procedures and involving a senior member of staff to provide support or appropriate sanctions where necessary.

All staff must follow the agreed Behaviour Policy when disciplining children for bullying. This includes making a written record on CPOMs of the circumstances associated with any incidence and alerting the Headteacher, Deputy Headteacher and Pastoral Officer.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Behaviour and SEN policies.

Teachers support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

We think the children of St Joseph's RC Primary School should be responsible for their own actions and treat other people as they would want to be treated themselves.

We want the pupils of St Joseph's RC Primary School to respect each other and be kind. We want the pupils to feel that they can express their opinions and ideas without being laughed at or teased because we know that we have the responsibility to listen to others and respect their opinions and at playtimes, we expect children to share equipment and play nicely with each other.

### **Staff must:**

- Listen to children's problems and help them sort things out
- Talk to those children responsible, as well as the victims of bullying in order to provide support to both sides
- Speak to children separately and record what they say has happened before then speaking to them together and helping them to sort out their differences and solve any problems

### **The role of parents**

Parents also have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

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.

Parents have a responsibility to support the school and be part of the restorative process following an incidents of bullying that have been identified by the school.

### **Monitoring and Review:**

The effectiveness of our anti-bullying strategies are monitored by the head teacher on an on-going basis and written reports are submitted to the governing body identifying behaviour issues on a regular basis.