



# **PADRE PIO CATHOLIC PRIMARY SCHOOL YSGOL GYNRADD GATHOLIG PADRE PIO**

## **Anti-Bullying Policy**

**The prevention of Bullying at Padre Pio Catholic Primary School contributes to our Mission Statement:**

***'A Catholic family where we pray and learn in peace with each other. Together we take the message of Jesus to the world'***

Our aim is to provide a high quality Christian Education based on the teachings of Christ in the Gospels, where each individual is a valued member of our community, and is able to develop his or her talent to the full. We aim to promote in all members of our community, faith and religious commitment, in accordance with the rites, practices and teachings of the Catholic Church.

### **United Nations Convention on the Rights of the Child**

At Padre Pio, we believe that everybody has a right to be treated equally and well. Children have the right to work, play and learn in a positive, supportive environment. All adults have the right to work in an atmosphere of mutual respect. We work to create an environment where it is a basic right of all children to receive their education free from humiliation, oppression and abuse.

We accept that it is the basic right of all pupils and staff to be free from any kind of bullying within the school or outside. At Padre Pio we are proud to promote the United Nations Convention on the Rights of the Child and ensure that the whole school community learns about their rights and show respect for each other.

We have linked the following Rights in with our Anti Bullying Policy.

Article 2: No child should be treated unfairly for any reason

Article 3 All organisations concerned with children should work towards what is best for each child

Article 12: Children have the right to give their opinions freely on issues that affect them. Adults should listen and take children seriously

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

### **Introduction**

At Padre Pio Catholic Primary School we believe that everyone has the right to feel safe, secure and respected within a caring, Christian environment regardless of gender, race or social circumstance. As a Catholic community we are committed to living, working and growing together as one in God's family. We believe that it is everyone's responsibility to play an active part in the prevention of bullying and essential that everyone recognises it will not be tolerated. If bullying does occur, all pupils and parents should be able to tell and know that incidents will be addressed promptly and effectively.

The purpose of this policy is to define bullying, to provide preventative strategies for both children and adults and to outline the consequences and sanctions for those who transgress.

### **Aims and objectives**

This policy aims to:

- reduce the frequency of bullying incidents, including for pupils with protected characteristics;
- increase the likelihood that incidents will be reported to a responsible adult;
- intervene effectively when incidents occur;

- improve pupil attendance;
- equip pupils with strategies to respond to bullying behaviour;
- ensure all stakeholders understand what bullying is and how to recognise it;
- listen and act on pupil opinion;
- provide peer support and reinforce the anti-bullying message through Health and Wellbeing /PSE/SEAL;
- make school a safer and more enjoyable place for all learners.

#### **Links with other school policies:**

This policy links with several school policies:

- Behaviour policy
- Complaints policy
- Child Protection and Safeguarding policy
- Online Safety
- Equalities Policy
- Teaching and Learning Policy
- Whistleblowing Policy

#### **What is Bullying?**

*“Bullying behaviour involves an imbalance of power where a person or group of people **repeatedly and intentionally** cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as bullying”*

*Torfaen Anti-Bullying Guidance Document*

Bullying can take many forms but the three main types are:

- **PHYSICAL** - Often consist of deliberate jostling, bumping, pushing or shoving. It may involve theft or damage to property (accompanied by the threat of violence). Not all theft or damage is bullying, but it is where the intention is to create fear and use power improperly.
- **VERBAL** – name calling; racist / homophobic remarks; insulting; offensive remarks; making use of written notes or mobile telephone messages; includes threats of physical violence;
- **EMOTIONAL** – spreading rumours, exclusion from social groups, being made the subject of malicious rumours,
- **CYBER** - sending malicious e-mails or text messages on mobile phones, misuse of social websites and internet chat rooms.

Bullying may be undertaken by:

- Individuals of their own volition.
- Individuals under the influence of others.
- Groups, usually with a ringleader.

Bullying may take place anywhere, but is particularly likely in those places where, and at times when, it is less likely to be observed.

#### **Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, an isolated fight, name-calling, arguments or when the occasional trick or joke is played on someone. **It is bullying if it is done several times on purpose.** Children sometimes ‘fall out’ or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### **Why is it important to respond to bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

### **Signs of bullying**

Each pupil who has been bullied or is bullying others will respond and act differently. A pupil's behaviour can change for a variety of reasons. School staff and parents/carers need to be alert to the possibility that a change in behaviour could be related to bullying. Signs of bullying may include:

- changes in expected behaviour or extreme reactions, e.g. increased quietness, visible sadness, or unexplained outbursts of anger, becoming easily frustrated;
- pupil complains frequently of headaches, stomach-aches or other physical ailments;
- unexplained physical marks, cuts, bruises and scrapes;
- clothes and other possessions are damaged or missing or pupil reports mysteriously "losing" things;
- reluctance to attend school;
- withdrawal from peers or participation in activities once enjoyed;
- sudden or significant drop in performance;
- begins bullying siblings or other peers;
- tiredness (due to sleep disturbance, including bed wetting);
- appears anxious and suffers from low self-esteem;
- reluctance to go out into the playground;
- reluctance to use toilet facilities.

### **Prevention – Reducing the Frequency of Bullying**

Padre Pio Primary School agrees that bullying should be dealt with as a whole-school issue. Reducing bullying in schools is more effective when a multi-faceted whole school approach is adopted.

At Padre Pio we try to prevent bullying in the following ways:

#### **Ethos**

- Emphasising Gospel values of loving and caring for one's neighbour;
- Ensuring that pupils have a clear understanding of the Padre Pio's pupil profile virtues;
- Developing a school culture where bullying is deemed unacceptable and will not be tolerated;
- Creating a classroom atmosphere where all children feel valued and appreciated;
- Creating a school ethos where everyone feels valued and appreciated;
- Creating a climate, which encourages children to tell an adult if they feel that they are being bullied;
- Ensuring pupils know they can talk to staff and staff will listen.

#### **Direct Teaching**

- Using RE and RSE lessons and through Assemblies and Collective Worship;
- All staff implementing our School Golden Rules;
- The implementation of the Padre Pio pupil profile virtues;
- Through direct teaching of the Health and Well-being AoLE;
- Celebrating Anti-bullying week on an annual basis where we discuss this issue in detail and equip children to know how to prevent and respond to bullying;
- Challenging any form of derogatory or sexualised language or behaviour;
- Involvement of outside agencies eg NSPCC, Police Liaison Officer.

## **Procedure for dealing with bullying incidents:**

- 1) We take any reported incident of bullying very seriously whether reported by a pupil, a parent or a member of staff.
- 2) Incidents are investigated fully, recorded, and reported to the Headteacher and or the Deputy Headteacher.
- 3) Bullies, victims and witnesses are interviewed separately.
- 4) After the initial incident of bullying, the class teacher, either the Deputy Headteacher or the Headteacher, informs the parents of both bully and victim of the behaviour.
- 5) If the bullying behaviour persists, parents/carers are asked to attend a meeting with the class teacher and the Deputy or Headteacher.
- 6) Sanctions imposed on the bully will depend on the circumstances. Particular care is taken to discuss the matter with the bully to find out the reason for their behaviour.
- 7) The Headteacher reports any incidents of bullying to the Governors and LA on a termly basis.

## **Responsibilities**

### **The role of governors**

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### **The role of the headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so 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.

### **The role of the teachers and support staff**

If staff witness an act of bullying or are informed of an act of bullying, they must do all they can to support the child who is being bullied. The class teacher should report the incidents to the headteacher or deputy headteacher and parents will be informed.

All incidents of bullying that occur during the school day must be recorded.

If teachers, become aware of any bullying taking place between members of a class, the issue must be dealt with immediately.

Staff must explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future.

Teachers must support all children in their class and try to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children.

Parents must be informed that if they are not satisfied with the way that the situation has been dealt with, they can write to the Head teacher to make a formal complaint. If still dissatisfied after the Head teacher has investigated, parents can write to the Chair of Governors asking that the situation be formally reviewed.

### **Procedures for Class Teachers / Support Staff**

The exact course of action will vary with each situation but the main objectives should be that bullying incidents are brought into the open, discussed and strategies agreed to help resolve the problem.

#### **Stage 1 Initial Concern**

- School aware of the information regarding an incident
- Incident investigated by school staff members concerned e.g. Teacher, Senior management
- Alleged Incident log started, including date and description of incident
- Apology to victim – verbal/written
- Victim is supported by class teacher and/or other staff members if felt appropriate
- Appropriate sanctions put into place
- Monitoring of incident time indicated
- Parents are informed

#### **Stage 2 Repeated Incident**

- School aware of the information regarding an incident
- Incident report to Senior Leaders DH/ HT
- Child is given notice that “bullying” and other inappropriate behaviour is being recorded.
- Incident log updated
- Support strategies for the victim are agreed and planned.
- Appropriate sanctions put into place
- Parents are informed and encouraged to support the school and their child in the process.
- Agree a management plan for intervention and support to the victim and alleged bully
- Allow the victim and bully to meet and discuss issues leading to conflict resolution
- Agree a review/monitoring time for reflection and further support
- Monitoring and a review of incident time indicated

### **The role of parents and carers**

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**. If parent’s feel that their concern has not been dealt with they should make an appointment to see the Head Teacher.

Parents 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. Parents should take time to listen to their children and to discuss school with them. They should act as role models to their children in the way in which they deal with others and their own attitudes towards issues such as gender, race, sexuality and physical difference.

Parents must also make every effort to support the mission statement of the school and to enhance its Catholic ethos.

**Procedures for Parents and Carers:**

- Talk to their child and establish that the behaviour is persistent and not a one-off incident
- Ensure that their child understands not to retaliate but to tell an adult.
- Make their child feel secure
- Contact the class teacher/ Headteacher immediately and arrange a meeting to discuss the issue and resolutions.
- Work with the school and, if necessary, continue to liaise with the class teacher until a solution is achieved.
- Parents, who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or Headteacher immediately. The school can give support.

**Monitoring and review**

This policy is monitored by the headteacher, who reports to governors about the effectiveness of the policy on request.

Monitoring and Review	
Policy	Anti-Bullying
Created on	September 2008
Last updated on	February 2022
Approved by	
Adopted by Full Governing Body on	9 June 2022
Scheduled review date	June 2023
Head teacher's signature and date	
Chair of Governor's signature and date	