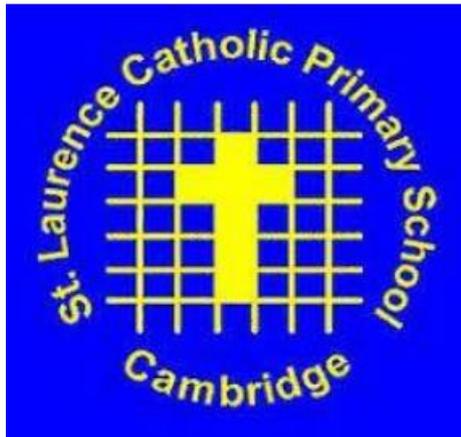


Antibullying Policy

St. Laurence Catholic Primary School



Approved by: Dr. Charlotte Woodford

Date: April 2024

Next review due by: April 2026

St. Laurence Anti Bullying Policy Mission Statement:

St. Laurence Catholic Primary School endeavours to give all children the best educational opportunities within a Catholic community that values the individual, recognises the worth of each person and welcomes everyone. We aim to combine excellence in teaching with enjoyment in learning through the provision of an inclusive, knowledge-rich curriculum that promotes spiritual, moral, cultural, mental and physical development, and prepares children for the opportunities and responsibilities of secondary education and later life.

Equalities Statement/Principles

St. Laurence Catholic Primary School acknowledges the Equality Act (2010) and the Public Sector Equality Duty (2011).

We understand our duty to every member of the school community to ensure they feel safe, secure, valued and of equal worth. At St. Laurence Catholic Primary School, equality is a key principle for treating all with respect and dignity and exercising our duty in relation to the nine protected characteristics. These are *age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation*.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

This policy should be read in conjunction with our safeguarding and child protection policy and the Our Lady of Walsingham Trust's Acceptable Use Policy. It is one of a suite of policies and procedures which encompasses the safeguarding responsibility of the school.

Aims

This Antbullying Policy aims to be rigorous and explicit. In short - any type of bullying will not be tolerated. We aim to provide a happy, caring environment that nurtures and supports the developmental needs of individual children within the school community.

At St. Laurence Catholic Primary School we have:

- regular opportunities for pupils to talk about what's going on
- clearly understood, consistent, open and fair responses to bad behaviour
- a commitment to constantly reinforce the 'Speak out, stay safe' message.

What is Bullying?

Bullying is defined as:

1. Being intentionally hurtful
2. Repeated
3. Having a power imbalance

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls

The following types of bullying are also hate crime:

- *racial, sexual, transphobic or homophobic bullying*
- *bullying someone because they have a disability.*

Procedures for Dealing with Incidents of Bullying

The following steps will be taken when dealing with incidents:

- the alleged victim will be reassured and offered support
- the incident will be investigated by a member of staff overseen by a member of the Senior Leadership Team (SLT)
- a clear account of the incident, investigation and outcome will be recorded on our safeguarding tool, My Concern
- parents will be informed by the investigating SLT member who will also inform both sets of parents of the outcome
- class teachers will be kept informed
- appropriate consequences or support will be given, in consultation with all parties concerned, up to and including permanent exclusion.

The first step will be to gain a clear understanding of exactly what has been happening. If it is agreed that bullying has taken place, the aim of the intervention will be to stop the abuse. The most effective way this can happen is to ensure that the bully changes their behaviour.

They are the cause of the damage and the first step must always be to stop their unsafe actions. The child doing the bullying will be encouraged to recognise that their behaviour is upsetting or damaging to the victim by encouraging them to view things from the victim's point of view, and also that the behaviour goes against our school rules – ***Be Ready, Be Respectful, Be Safe.***

Pupils who have been bullied will be supported by:

- having an immediate opportunity to discuss the experience with a member of staff of their choice
- being reassured
- being offered support
- having opportunities to restore their self-esteem and wellbeing through targeted pastoral support.

The following steps may be taken to support a child who has been bullying:

- reflective conversations about appropriate and inappropriate behaviour
- official warnings to cease offending
- loss of morning and/or lunchtime play
- exclusion from certain areas of school premises
- internal seclusion
- suspension
- exclusion.

Parents/Carers will be made fully aware of the school's Anti-Bullying Policy and the Behaviour Policy if an allegation is made.

It will be stressed that if the bullying continues then appropriate disciplinary sanctions will be used.

Maintaining an anti-bullying initiative

Within the curriculum the school will raise awareness of the nature of bullying through:

- use of curriculum opportunities (in particular PSHE, RE, RSE)
- use of purpose-made curriculum designed to address in-school issues, either for the whole class or small groups
- use of opportunities throughout the school calendar and at certain times of the school calendar to raise awareness of the negative consequences of bullying (e.g. Anti-Bullying Week in November of each year; and whole school assemblies).

Cyber bullying At St. Laurence Catholic Primary School

We take this type of bullying as seriously as any other type of bullying and, therefore, will deal with each situation individually.

At St. Laurence Catholic Primary School, pupils are taught how to:

- understand how to use technologies safely and know about the risks and consequences of misusing them
- know what to do if they or someone they know are being cyber bullied
- report any problems with cyber bullying

If they do have a problem, they can talk to the adults in school, parents/carers, the police, the mobile network (for phone) or the Internet Service Provider (ISP) to do something about it.