



SACRED HEART CATHOLIC PRIMARY SCHOOL

Love of God, Love of one another, Love of our world, Love of learning.

Anti-bullying Policy

Date	Review Date	Coordinator	Nominated Governor
September 2022	September 2025	L. Bragard	Personal Development Behaviour and Welfare Portfolio Holder

Aims

- To create an ethos that makes everyone in the school community feel valued, safe and respected.
- To promote good behaviour by forging sound working relationships with everyone involved with the school.
- To promote self-discipline and proper regard for authority among pupils.
- To prevent all forms of bullying among pupils by encouraging good behaviour and respect for others.
- To ensure that bullying is stopped as soon as possible if it does happen and that those involved receive support.
- To maintain consistency in applying behaviour management throughout the school through the application of this policy.
- To protect children from the all safeguarding risks.
- To ensure compliance with all relevant legislation connected to this policy.

Sacred Heart Values

At Sacred Heart School we believe that:

- Children and young people should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children, to keep them safe and operate in a way to protect them

At Sacred Heart we recognise that:

- Bullying causes real distress and affects a person's health and development
- In some instances, bullying can cause significant harm
- All children regardless of age, disability, gender, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing all forms of bullying, including online, and putting a stop to bullying.

At Sacred Heart we will seek to prevent bullying by:

- Nurturing and encouraging a climate where all children feel safe and confident.
- Following our school values and the Heart of Sacred Heart.

The Heart of Sacred Heart

Put my trust in God.



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<i>Have faith in myself and others.</i>
<i>Always try to do my best.</i>
<i>Work hard to achieve my targets.</i>
<i>Look after God's world.</i>
<i>Be responsible for my actions.</i>
<i>Be a proud and enthusiastic member of the Sacred Heart Community.</i>
<i>Make the right choices.</i>
<i>Be a good friend.</i>
<i>Treat others as you want to be treated.</i>
<i>Love one another.</i>

- Creating classroom rules that encourages a positive climate.
- Using a variety of methods for helping children to prevent bullying through class assemblies, collective worship, PSHE sessions, RSE Curriculum, Anti-bullying week focus and E-Safety training.
- Having discussions in school council meetings to improve school behaviour and prevent bullying.
- Ensuring staff are encouraging children to have love and respect for one another and their property.
- Ensuring staff reinforce behavior expectations through regular discussions.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

Bullying is:

- The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying can be:

Emotional	Being unfriendly, mocking, tormenting, threatening gestures, damaging or hiding personal belongings
Physical	Pushing, spitting, kicking, biting, hitting /punching or any use of violence, stealing personal belongings
Racial	Racial taunts, graffiti, gestures, religious intolerance
Sexual	Unwanted physical contact, sexual gestures, sexually abusive comments
Homophobic (LGBT)	Insulting language, allegations about sexuality, gender identity or perceived gender identity
Direct or Indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing threats



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Cyber Bullying	Abusive email and internet chat Twitter, Facebook and other social media misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities, I- pad, games consoles
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Bullying is not:

- Minor disagreements between pupils, although these may need some strategies to help the children if one or more is upset by them.
- Hot-headed situations when a child lashes out in anger or frustration.
- Bossiness.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

Is unwilling to go to school	Becomes aggressive, abusive, disruptive or unreasonable
Feels ill in the morning	Performance in school work begins to drop
Becomes withdrawn, anxious or lacking in confidence	Cries themselves to sleep at night or has nightmares
Has unexplained cuts or bruises	Is frightened to say what is wrong
Has changes in eating habits	Gives improbable excuses for their behaviour
Comes home with clothes torn, property damaged or 'missing'	Asks for money or starts stealing money
Starts bullying others	Is afraid to use the internet or mobile phone
Is nervous or jumpy (may be when a cyber-message is received)	Starts stammering
Threatens or attempts self-harm or attempts to run away	Threatens or attempts suicide

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Preventing Bullying



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We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

At Sacred Heart Primary School we all aim to:

- respect and value other people, their property, beliefs, feelings, work and abilities
- directly teach children about positive behaviour as part of our curriculum
- build a positive ethos based on respecting and celebrating all types of difference in our school
- deal with all matters in a sensitive and, where appropriate, confidential manner
- deal with incidents of bullying behaviour immediately
- be aware and considerate of the situations of both the victim and the bully
- listen to the children and hear their points of view
- develop children's self-esteem and empower them to confront and deal with issues independently e.g. teach them to say, "Stop it, I don't like it!"
- be good role models to the children through the Gospel Values
- listen to parents' concerns and worries and deal with the matter in an appropriate manner
- deal fairly and consistently with all reported incidents of conflict and bullying and inform parents about any action taken in view of their concerns. It is vital that there is follow-up action as this will further help reduce continued incidents of bullying
- secure the safety of the target of bullying and take actions to stop the bullying from happening again
- complete online record sheets on safeguard when incidents arise
- be in charge and maintain order so that everyone benefits from a positive environment
- correct bullying behaviour in a way that avoids humiliation
- work for repairing and rebuilding attitudes and relations through resolution
- highlight the importance of anti-bullying initiatives through specific celebrations or events
- raise awareness of online bullying through e-safety lessons
- focused work with individuals and groups of pupils where required

Reporting Bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of



school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher / tutor.

Responding to Bullying

Depending on the nature of the incident, a reported and/or witnessed incident of bullying would initially be dealt with by the class teacher. The incident would be discussed with the children to ensure that both parties fully understand the seriousness of what has occurred.

We would think about the following:

Secure the safety of the target of bullying	Think about any safeguarding concern. Provide assurances to the child that they have been listened and action will be taken
Take actions to stop the bullying from happening again	Consider who else is involved and the roles they have played. Send clear message that the bullying must stop. Work with both parties to find solutions. Identify effective way of preventing it happening again
Whole School Learning – reflection on what we have learnt	Reflect and learn from bullying episodes. Consider what needs to happen next to prevent future bullying. E.g. training, additional lessons etc.

Further actions taken could be:

- moving a pupil's behavioural card down to a lower colour
- keeping the perpetrator in at playtimes/lunchtimes
- withdrawal of privileges e.g. missing Golden Time
- referral to the senior leadership team
- speaking to both sets of parents or carers regarding the incident as appropriate

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings. All incidents are recorded on a bullying log.

If bullying persisted:

- The Headteacher or Assistant Headteacher will meet with victim/s and perpetrator/s separately.
- The matter will be discussed informally, involving both sets of parents/carers if appropriate.
- A clear verbal warning will be given to the perpetrator(s) of possible action if another incident occurs. This could include internal exclusion, suspension or exclusion.



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- The victim will be made aware of ways in which a further incident will be brought to the attention of staff.
- Attempts will be made to repair and rebuild relationships.

Procedures for parents

- We encourage parents to listen to their child and let us know of any small worries/concerns or potential bullying
- Parents should report any concerns they have initially with the class teacher
- If parents feel unable to talk to the class teacher they can make an appointment to speak to the Assistant Headteacher or Headteacher.
- Parents will then work with the school to prevent the bullying and ensure that it has stopped.
- Parents should not confront the bully or their parents. This can complicate a situation and distress the pupil
- School will deal directly with all children and parents. Parents will be kept informed of any actions the school is taking.
- If parents are not happy that their concern has been dealt with appropriately then they should arrange a meeting with the Headteacher and if still not satisfied to follow the school complaints procedure.
- All members of our school community are expected to treat others with respect at all times, this includes face to face and online.
- Parents are not encouraged to tell their child to “hit back” at school. We are committed to showing them other ways of sorting out difficulties and arguments.

Role of the Anti-bullying Coordinator

It is the policy of the school to have a named Anti-Bullying Coordinator whose role is to:

- Oversee the anti-bullying policy and review it every year
- Give the issue of bullying a high profile across the school including holding a Love One Another Month/Anti-Bullying Week every year
- Attend training and feedback to staff
- Take into consideration the views of children through school council
- Provide resources and training to the school community
- Coordinate issues which arise and to keep everybody informed
- Meet with the Headteacher regularly to discuss class bullying records/data
- Deal with or delegate bullying issues as they arise
- Keep up-to-date with current practice

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.