ST GABRIEL'S CATHOLIC PRIMARY SCHOOL
ANTI BULLYING POLICY 2019

Adopted October 2021
To be reviewed October 2022

MISSION STATEMENT

St Gabriel's is a welcoming school where:
We pray together, care for each other and learn together

- We feel safe and respected
- We try to do our best
- Everyone is treated fairly
- We have fun with our friends

With Jesus Christ at the heart of our loving Catholic community

Our Mission Statement clearly states that children 'feel safe and respected ' at St Gabriel's School.
It is the duty of our whole school community to make sure that we live up to our Mission Statement and ensure that our school is a safe and happy environment for all children to learn and play.

We will not accept bullying

What is Bullying?

Bullying is deliberately hurtful behaviour that is repeated over a period of time. It is difficult for those being bullied to defend themselves or stop the bullying behaviour. Bullying can take many forms but tends to fall into three main areas:

1. Physical – hitting, kicking and taking belongings.
2. Verbal – name calling, insulting, racist remarks, threatening.
3. Indirect – spreading nasty stories about someone, excluding someone from social group, encouraging others to be nasty or unkind, facial expressions.

It is important that we are vigilant concerning signs of bullying in our children. Children who are bullied may exhibit behaviour which is not consistent with their normal characteristics and may include:

- Aggression towards other children.
- Nervousness
- Unwillingness to go out at playtimes
- Isolation from the rest of the group
- Headaches/Stomach aches
- Not wanting to come to school
- Uncooperative and resentful
- Physical injury that the child is unwilling to explain
- Reluctance to leave the school at home time
- Emotional outbursts
- Poor performance academically
- Quietness

We must aim to be as aware as possible and encourage children to confide in us when they feel threatened so that we can:

- Prevent bullying whenever possible
- Deal with incidents of bullying
- Enforce good school discipline
- Improve attitudes both with parents and children

- Citizenship, relating to society and the way Jesus wants us to live.
- Continually demanding the highest possible standards in the way we deal with each other.
- Continually referring to and stressing the need and right of everyone to speak out and to tell someone and clarifying who they can tell.

See:

- Behaviour Policy
- Safeguarding Policy

We must foster a culture of 'Telling and Talking' so any child who is feeling vulnerable or is being bullied feels safe and able to confide in any adult in school.

If a child reports an incident of bullying:

Teachers

- Listen to the child carefully
- Reassure the child and offer support
- Take the incident reported seriously
- Deal with the situation promptly
- Make it clear to the bully that this behaviour is serious and is not acceptable
- Make sure that the class teacher of both children know about the incident
- In more serious cases, report the incident to the Deputy Headteacher, Assistant Headteacher or Headteacher. Any serious incident or reoccurring incident will be logged and the parents of the bully will be informed of the incident and action taken.
- Reassure the child that if there is any reoccurrence of the bullying, they must 'tell'

Learning Support Assistants

- If you feel it is within your remit to deal with the incident, do so, but always report the incident to the class teacher and follow the guidelines for teachers above.
- If you feel the incident warrants greater intervention, report it to either the class teacher or a senior member of staff.

Lunchtime Supervisors

- Always report any incidents of bullying or suspected bullying to a child's class teacher.
- Report more serious incidents to a senior member of staff.

Parental Concerns

- If parents approach a member of staff with concerns of bullying or suspected bullying, the parents must be listened to and their concerns investigated. Feedback to the parents must be given as quickly as possible and any conclusions and actions taken.

Parental Involvement

When bullying occurs, parents will be informed by the Headteacher. Victims' parents will be informed of what has happened, the action that the school is taking and the support that is going to be given to their child. Parents of children who have bullied others will be informed of what has happened, the action the school is going to take and the support required from home.

All staff are involved in the delivery and monitoring of this policy.

Prevention of Bullying

Prevention is always better than cure. We must work to prevent bullying happening wherever possible. We can do this by:

- Being vigilant and observant
- Being proactive
- Being available, letting children express fears and worries
- Living our Mission Statement and encouraging a culture of care and respect and living our Gospel values
- Being aware and working with children e.g. circle time, R.E. lessons, assemblies and SEAL work, to promote appropriate behaviour and attitudes
- Ensuring that all members of our school community play their part in demanding high expectations of respect, attitudes and care
- Adults to be good role models in how they speak to an treat both adults and children in and around the school
- Listening to children and taking notice of any changes in behaviour or demeanour before things become serious
- Seeking advice and support from colleagues
- Asking children to stand up for themselves in a positive, non-aggressive manner
- Being consistent to all children in the fair application of this and related policies
- Working with parents to prevent bullying – both the victims and the bully.

Please refer to online safety policy, behaviour policy and safeguarding policy for direction on cyber-bullying.

J Hayes
September 20136

Reviewed October 2020
Next review October 2021

APPENDIX 1

REPORT OF BULLYING

NAME OF CHILD BEING BULLIED_____ BY WHOM_____
WHAT HAPPENED?
ACTION TAKEN?
FOLLOW UP
PARENTAL INVOLVEMENT

SIGNED_____

DATE_____

It is important that all incidents are reported in order to:

- Ascertain the problems bullying causes within school
- Ensure persistent offenders are identified and dealt with
- Provide evidence for parents, support services etc. that bullying is being taken seriously
- Provide evidence in the event of Governor action being required

Records will be kept by the Headteacher and copied for others as required.

All documentation related to bullying should be retained until such time as the child has behaved in a consistently acceptable way for a term.