



St. Wilfrid's Catholic Academy

“Love One Another As I Have Loved You.”
(School Mission Statement)

Anti-Bullying Policy

Rationale

As reflected in our Mission statement, everyone at St. Wilfrid's Catholic Academy has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to benefit socially and academically. We recognise that bullying of any description prevents this being able to happen whilst affecting equality of opportunity. It is **everyone's** responsibility to prevent this happening and the purpose of this policy contains guidelines to safeguard the well-being of every child in our school.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

The school works hard to ensure that all pupils know the difference between bullying and isolated incidents of conflict.

Strategies to Ensure the Safeguarding of Children

At St. Wilfrid's, we strive to maintain vigilance for signs of bullying and investigate any allegations relating to bullying. Through the promotion of the Gospel values of peace, love and respect for one-another, we embrace opportunities both within and beyond the curriculum to reinforce the ethos of the school.

We acknowledge and value the involvement of our pupils in identifying and reporting bullying in school. We have a Child Friendly Anti – Bullying Policy written by the School Council. The School Council liaises with Senior Management and reports back regularly on behaviour in the playground.

All pupils are aware that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a pupil mentor or member of staff. The use of 'PHSE' is also used to provide opportunities for children to highlight worries and anxieties, and consider how to preserve the well-being of others within our school community.

All reported incidents of bullying will be investigated and taken seriously by staff members. If an incident of bullying is reported, the person who the incident is reported to will make a record of this. This will be then passed on to a member of SLT for a full investigation who will complete an incident of bullying report. Outcomes will be reported on the same sheets. A record will be kept of incidents in the bullying file kept in the Principal's office. Older pupils may be asked to write a report themselves. They also have the opportunity to report any incidents of bullying on the 'Sharpe System', our online reporting system for KS2. In order to ensure effective monitoring of such occurrences, and to facilitate coordinated action, all proven incidences of bullying should be reported to the Principal or Deputy. If bullying includes racist abuse then it should be reported to the Principal or Deputy to be recorded and reported as a Racial Incident, this report is then passed on to the Directors.

Harassment of pupils with a disability will not be tolerated and will be dealt with in line with the school's behaviour policy.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as PHSE. This can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, or peer counselling can also be beneficial. All victims of bullying will be given the opportunity to see the Jackie Kelsall, our Safeguarding Officer who will be able to offer support.

Parental Involvement

Parents are strongly encouraged to inform the school of any concerns regarding their children. All reports will be taken seriously. The parents of children whom are bullying and

their victims will be informed of an incident and the action that has taken place, and asked to support strategies proposed to tackle the problem. The child who is actively bullying will also be reminded of the possible consequences and the sanctions for repeated incidents will be clearly explained. A range of opportunities for monitoring and discussion will be deployed within the curriculum, including PSHE and RSE. In order to monitor and resolve the situation effectively, the involvement of both the class teacher and Safeguarding Officer will be instrumental. The Principal or Deputy will also monitor the situation and all pupils involved (both victim and perpetrator) will report to them every week. A follow-up meeting between parents and the Principal or Deputy will be arranged. Persistent bullying may result in permanent exclusion.

Bullying outside of school will also be the concern of the school. Incidents of such should be reported to the school so action can be taken. Incidents of Cyber-bullying are taken extremely serious and the school will always encourage parents to involve the police when this is the case.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. The overall aim will be to resolve the issue by supporting both the victim and the child/ren who are bullying. Where necessary we will consult external agencies, e.g. Primary Behaviour Support Team, to support our action. This 'Anti-Bullying' policy has been produced following consultation with pupils, parents, staff and governors, and is recognised as an integral part of our Behaviour and Discipline Policy.

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This policy was agreed by staff on November 2021

This policy was approved by School Committee on November 2021

This policy will be reviewed by the School Committee on October 2021

Signed _____ Chair of School Committee