



St Wilfrid's Catholic Academy

Anti-Bullying Policy

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues are addressed, will a child best be able to benefit from the opportunities available at the school.

Why is an Anti-Bullying Policy Necessary?

The school believes that its pupils have the right to learn in a supportive, caring and safe environment without fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The school also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated. It is important therefore that the school has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

What is Bullying?

Bullying can occur through several types of anti-social behaviour. It can be;

Physical - a child can be physically punched, kicked, hit, spat at, etc

Verbal - Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality etc

Exclusion - A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

Damage to property or theft - Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

What Can You Do If You Are Being Bullied?

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong!
- Be proud of who you are. It is good to be an individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group "NO". Walk confidently away. Go straight to a teacher or member of staff
- Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Talk to the Learning Mentor
- All the staff in the school will take you seriously and will know how to deal with bullies in a way which will end the bullying and will not make things worse for you.

What to Do if You Know Someone is Being Bullied

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully
- Talk to the school's Learning Mentor

What to Do as a Parent

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch was spent etc
- If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your own son/daughter there is nothing wrong with him/her. It is not his/her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.

As a School we will;

- Organise the community in order to minimise opportunities for bullying, eg provide increased supervision at problem times
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary
- Review the school policy and its degree of success
- The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- The school will not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin/sex etc
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect
- Treat bullying as a serious offence and take every possible action to eradicate it from our school
- Monitor and record all incidents

Action to be Taken When Bullying is Suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. Help, support and counselling will be given as is appropriate to both the victims and bullies. If any degree of bullying is identified, the following action will be taken;

To Support the Victims we will;

- Offer immediate opportunities to talk about the experience with the Class Teacher, Learning Mentor or any other adult the child may choose
- Inform the victims parents/guardians
- Offer continued support
- Arrange for the children to be escorted to and from the school premises
- Apply one or more of the disciplinary steps described below to prevent further incidents

To Discipline and Help the Bullies we will;

- Talk about what happened to discover why they became involved
- Inform the parents/ guardians of the bullies
- Continue to work with the bullies in order to get rid of prejudiced attitudes as far as possible
- Apply one or more of the seven disciplinary steps described below to prevent more bullying

DISCIPLINARY STEPS

- **Bullies will be warned officially to stop offending in accordance with the behaviour policy**
- **The parents/guardians of bullies will be informed of all incidents**
- **Bullies will be excluded from the school premises at lunchtime and isolated during break times**
- **The school has the right to request that the bully be escorted to and from the premises**
- **Persistent bullying will result in a fixed term exclusion for 1 or 2 days**
- **If the bullying continues the exclusion period will be increased to 5 days or for an indefinite period**
- **Permanent Exclusion**

Next review Sep 2020