

# All Saints Catholic Primary School



*Caring, Sharing and loving together*

Date:	October 2023
Headteacher	Mr. J Price
Approved by:	School Governing Body
Next review date:	October 2024

## Anti-Bullying Policy

Bullying happens when a person is subjected to repeated, aggressive acts over a period of time by another person or persons.

Research has shown and is showing that bullying is a problem for around 10% of children. All Saints recognises that bullying can be a problem and attempts to reduce this problem by:-

1. Creating a caring environment, where concern for the individual is emphasized wherever possible.
2. By making clear that bullying will not be tolerated.
3. By encouraging the children to talk about bullying. It is recommended that this is done at least twice a term in each class through a number of methods, e.g. discussion, role-play, creative writing. Through such activities in a peer group, disapproval of bullying is established (useful material can be found in the Resources Room).
4. Ensuring that the teachers, parents, governors and all staff are aware of the school policy on bullying.
5. By frequently reminding the children that they can tell any member of staff about bullying and ensuring that the children's complaints are taken seriously.
6. By using a complaint procedure when necessary that ensures that pupils and parents who make complaints of bullying are informed of how and when the complaint will be investigated.
7. By addressing the problems of playground bullying.

In addition to work done in the classroom, staff are reminded to be sure to patrol all areas of the playground.

As many children as possible should be involved in the organised activities (both formal-Play-leaders and informal-peer group) taking place in the playground.

Once a complaint of bullying has been made by pupils and/or parents/carers, the following steps should be taken. Initially, the complainant should be informed of how and when the complaint will be investigated. The complaint may well be initially investigated by a teacher, learning support assistant or mid-day supervisor. If that person feels that there may be grounds to uphold the complaint, it should be passed on to the Headteacher (or Deputy Headteacher if not available) for further investigation. The Headteacher will then:-

- (a) interview children accused of bullying separately and together
- (b) the victim and any witnesses will be interviewed
- (c) whatever the outcome of the investigation, all parties will be left in no doubt as to the effects of bullying and the school's policy
- (d) in the event of a complaint being upheld, the parents will be informed of the incident of bullying and the consequent punishment/sanction. They will also be informed that a recurrence of an incident of this nature might result in a period of fixed term suspension for their child. The incident will be logged by the Headteacher on the behaviour module of the School Management Information System (SIMS)
- (e) parents of the victim will also be informed of the result of the investigation
- (f) written contracts may be made between the parties concerned so that offenders have ownership of their behaviour.

In the event that all steps taken have not been successful, there may be the need to include external agencies and support.

The Headteacher will endeavour to be as pro-active as possible in supporting the anti-bullying policy by holding assemblies with this as the central theme. Also, by using drama groups/workshops that aim to address this issue wherever possible.

### **Whole School Policy**

As this anti-bullying policy is a whole school policy, it is essential that all who work in the school are given a copy of it and where appropriate, training on its implementation. All Saints Catholic Primary School recognises that many staff, other than teaching staff play an essential role in addressing the issue of bullying in our school.

Training is offered to mid-day supervisors regularly on this issue and at least annually. There are regular meetings between Headteacher and all staff giving them the opportunity to discuss any problems that might be arising in or around the school. The fact that the school now utilises learning support assistants as mid-day supervisors has helped to reduce incidents of bullying although it still takes place.

There is also a Schools Council which meets regularly. Part of their remit is to discuss issues such as bullying and to feedback to the Headteacher. This is particularly pertinent in the light of the U. N. Convention on the Rights of the Child which says that children themselves have a right to be heard and to say what they think of anything which directly affects them.

This is a principle which should be actively encouraged in All Saints Catholic Primary School

Mr. J Price

Headteacher