



## ST ANNE'S CATHOLIC PRIMARY SCHOOL

### FRIENDSHIP & ANTI-BULLYING POLICY – November 2016

'LEARN TO LOVE, LOVE TO LEARN'

#### **Statement of intent:**

At St Anne's we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn effectively and fulfil their potential. We promote 'SCORE' Values of: Self-Esteem, Commitment, Organisation, Resilience & Excellence and enable pupils to rate their own skills in each area.

This policy promotes Friendship, but relates to bullying of any kind, between children, or adults. All types of bullying are **unacceptable** in our school.

If bullying does occur, all children, their parents/carers and adults in the school should be able to **TELL** someone and know that incidents will be dealt with effectively.

#### **Objectives:**

In keeping with our Catholic ethos and Mission Statement we believe that:

Our whole School community – Staff, Governors, Parents and Children should have an understanding of what friendship is and what bullying is. They should also know about our school policy on bullying and follow it should there be any incidents.

As a school St Anne's promotes friendship and takes bullying very seriously. We wholeheartedly support anyone who reports bullying. Quite simply Bullying will not be tolerated.

#### **What is Friendship?**

In the words of our pupils, friendship is...

"Where people talk, play, help and care for one another – because friends listen, show compassion and are always there for you. Friends include you, celebrate with you and make you feel special."

## What is bullying?

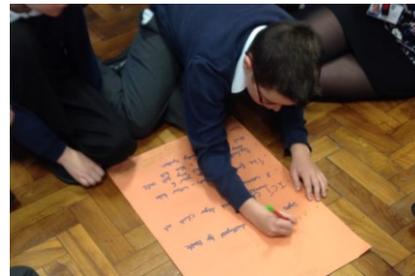
Bullying is the repeated use of aggression with the intention of hurting another person. It is deliberate and on going and often can be secretive in nature.



Bullying is usually pre-meditated and results in pain and distress to the victim. It can be an isolated incident but more often there are several incidents. Bullying can happen outside school but has implications within school.

Our pupils said:

“Bullying creates an uncomfortable environment: it makes you feel sad and words can hurt as well as actions. Sometimes leaving people out, spreading rumours or gossip, whispered conversations or messages on the internet can hurt too.”



Bullying can take the form of:

- Emotional: humiliation, abuse, excluding, being unfriendly, tormenting
- Psychological: hiding things, threatening gestures, use of the internet.
- Physical: Repeated pushing, kicking, hitting or other types of violence.
- Racist: Racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: Because of, or focussing on the issue of sexuality
- Verbal: name calling, sarcasm, spreading rumours, teasing.
- Cyber Bullying: The use of the internet, mobile phones or other technology to carry out many of the above. The use of social networking sites such as Facebook, Instagram, Snapchat etc is specifically included in the definition of Cyber Bullying.

## Reasons for bullying may include

- being a victim themselves
- temporary trauma, emotional incident
- jealousy
- enjoyment of power
- low self esteem

- copying inappropriate behaviour e.g. television
- attention seeking
- dislike of the victim

### **Signs and symptoms of bullying**

- is frightened to walk to and from school
- doesn't want to go to school
- wants to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- school work begins to suffer
- comes home with possessions damaged
- has possessions go 'missing'
- asks for money or starts stealing money
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- loss of appetite
- is frightened to say what is wrong

### **To Parents/Carers**

If you feel your child is being bullied, please do not approach the other parent or child involved. Contact the Headteacher immediately. They will discuss the matter with you and monitor the situation. If incidents have happened over the internet, screen shot and print the evidence to share with staff.

### **Procedures:**

If bullying is established the following procedures will be implemented.

1. All allegations will be recorded and investigated fully and recorded by staff on the Pupil Welfare Forms. The HT records incidents in the 'Behaviour Incident Log' which details all anti-social, racist, homophobic incidents. This is reported to Governors at termly Full Governing Body Meetings.
2. The victim, aggressor and any witnesses will be interviewed usually separately.
3. Strategies will be used to support the victim and help the bully change their behaviour.

Examples of Strategies:

- The victim's feelings will be explained and the bully will be asked to suggest ways to make the victim feel better.
- Possible use of the LA BIT Team – including Restorative Justice

4. A review date will be set to re-assess the situation.
5. Parents will be informed.

### **Outcomes:**

If possible all parties will be reconciled.

The situation will be monitored.

If there is no change in the bully's behaviour he/she risks being excluded as outlined in the School and LA policy.

### **Prevention:**

As a Catholic School, we follow the 'Come & See' Programme from Liverpool Archdiocese. This uses a themed approach which addresses relationships and other issues linked to bullying. We also use the SEAL approach together with our scheme for PSHCE. We employ various strategies and activities to help children recognise that bullying is wrong.

- 'Big Democracy' – this policy was reviewed by children in KS2 during a Big Democracy session – to seek the views of all pupils
- Circle Time & Class/Group discussions
- The promotion of our SCORE Values in everything we do
- Whole School and Class Assemblies
- Themed Weeks
- Theatre Groups
- Anti- Bullying Alliance Resources
- Y6 House Captains and StA pupils
- Lunchtime Leader Training
- Role play and Stories
- Pastoral Team timetabled to offer support in C@SA (Care @ St Anne's)
- Home/School liaison
- Transition work with secondary schools
- Peer-to-peer learning about e-safety through 'e-cadets'

### **Reporting:**

The first step is always to tell a trusted adult – this may be the class teacher or someone in school that you feel comfortable with, including the Headteacher. If you find it difficult to talk, put a message in the 'Worry Box,' speak to a friend or use the 'contact' button on our school website to send a message.

### **Supporting:**

Above all, 'Learn To Love & Love To Learn,' be a good friend and support those around you. Be aware of the good deeds that happen every day and on Friendship Friday nominate someone for an Award and add to the Good Deeds Book.



This policy was reviewed by the pupils on 16<sup>th</sup> November 2016. All ideas were collated by P A Swift (Headteacher)

#### **ORGANISATIONS FOR HELP:**

Childline	08001111
Kidscape	0207730 3300
Parent Plus	08088002222

[www.youngminds.co.uk](http://www.youngminds.co.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)