



Learn to Love & Love to Learn.....in readiness for life

Friendship and Anti-Bullying Policy

2022-23

Statement of intent:

At St Anne's Catholic Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so that everyone can learn effectively and fulfil their potential. Linked to the Gospel Values as our Catholic foundation, we promote 'SCORE' Values of: Self-Esteem, Commitment, Organisation, Resilience & Excellence as positive behaviours for learning and achievement. Our pupils and staff recognise and use these and their linked Gospel Values to create a culture of recognition of respect for the uniqueness of each individual in our school community

It is written into our school **Mission Statement** that St Anne's is a school where "Everybody matters and everyone succeeds."

This policy promotes Friendship, but relates to bullying of any kind, between children, or adults. **All types of bullying are unacceptable in our school and will not be tolerated.**

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

"Always accepting each other, no matter what"

"It doesn't matter that we are all different, we are all special and that's important".

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, deceiving
- Psychological: hiding things, threatening gestures, use of the internet and social media

- Physical: Repeated pushing, kicking, hitting or other types of violence.
- Racist: Racial taunts, graffiti, gestures or focusing on the issue of race
- 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
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide self-harm 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 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 or denies anything is wrong

To Parents/Carers:

The first point of contact for any disputes your child may have with his/her peers is the class teacher. As soon as you have a concern, then raise this with the teacher so that the situation can be addressed directly and hopefully resolved swiftly. All children will be listened to objectively and given an opportunity to present their views.

If after all other communication and measures, you feel the situation has escalated and there has been no solution in the first instance, and you feel your child is being bullied, please do not approach the other parent or child involved. Contact the Headteacher immediately. The Headteacher will discuss the matter with you and from this discussion a plan will be put in place to monitor the situation and define a course of action in line with school policy and procedure.

If incidents have happened over the internet, or on social media it is useful to screen shot and print the evidence to share with staff.

Procedures:

If bullying is established the following procedures will be implemented.

Parents will be informed at the earliest opportunity and before the school initiates any further monitoring of behaviour or discussions with the children concerned.

1. All allegations will be recorded and investigated fully and recorded by staff on the schools CPOMS reporting system. The HT records and monitors all incidents in the 'Behaviour Log' on CPOMS which details all anti-social, racist, homophobic incidents, child on child abuse and all bullying incidents if any are defined as meeting this criteria. This is reported to Governors at termly Full Governing Body Meetings.
2. Children involved including any witnesses will be interviewed - usually separately.
3. Strategies will be used to support the children involved and help achieve a positive change in behaviour.

Examples of Strategies:

- The child will be asked to reflect on his/her actions and will be supported in this to see the impact of their behaviour and the effect it is having on others/the other child.
- Possible use of the LA Behaviour Improvement Team – including Restorative Justice
 - A school based Pastoral Support Plan may be put in place, this involves the child, parents and school staff collaboratively, to encourage a positive change in behaviour and measure progress. This will be supervised and implemented by the Well-being and Welfare Managers

and class teachers. It will be overseen by the Deputy Headteacher and /or the Assistant Headteachers, who will regularly update the Headteacher on the progress of the plan.

- A referral to the external School Counsellor may be put in place to support either the victim or support the perpetrator therapeutically with changing his/her behaviour
- Where a child involved is on the school SEND register, the SENDCO will also support and contribute to appropriate interventions to help address the situation. If necessary for SEND children involved, any related external professionals will be consulted in the plan for behaviour support

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

5. Parents will be updated.

Outcomes: Wherever possible all parties will be reconciled. The situation will be monitored. If there is no change in the bully's behaviour the school will follow the graduated response to behaviour management as outlined in the School Attachment Aware Behaviour Policy and LA policy.

Prevention and teaching through a rich curriculum to create and embed a positive and strong culture of relationships and values.

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 **JIGSAW PSHE** scheme of teaching resources to ensure that themes and topics related to Friendship and Anti-Bullying are embedded within the curriculum and given high priority, alongside the **Journey in Love**, Relationship education programme from Liverpool Archdiocese. We employ various strategies and activities to help children recognise that all types of bullying are wrong, will not be tolerated and the different forms bullying may take. We aim to equip our children with the resilience and character reflective of the school's Catholic ethos and Mission and to be proactive ambassadors themselves to prevent bullying in all forms.

This is achieved by:

- High expectations of all across all aspects of school life, communicated effectively and consistently.
- Prompt, informed and targeted action in the instance that any form of bullying should be identified.
- 'Big Democracy' – Democracy involving all our children on consultation for school policies and procedures in matters relating directly to them, including the Curriculum, inclusion, equality and diversity, the Behaviour Policy, rewards and sanctions and conflict resolution.
 - Celebrating differences within our school community and beyond and educating our children on diversity, equality and inclusion through assembly and the curriculum across subjects – and reading.
- Class/Group discussions
 - Pastoral Sessions
- The promotion of our SCORE Values and Gospel Values in everything we do
- Whole School and departmental assemblies

- Collective Worship, the Word of God shared as our Foundation and which encompasses our behaviours and relationships as a Catholic school community.
- Theatre Groups and Visits from 'The Power On One' and other external agencies promoting Anti-Bullying
- Anti-Bullying Alliance Resources and celebration of Anti-Bullying Week, including the school's Anti-bullying pledge.
- Y6 House Captains and Vice Captains and Friendship Ambassadors in each year group are role models of our school expectations and values and offer support and encouragement to all children.
- Subject Ambassadors and Sports Ambassadors are ambassadors for behaviour for learning across the school, including role models of good relationships, conduct and team ethic.
- Role play and Stories mapped out through the year groups and curriculum to reflect the school's mission statement, and also respect for diversity and equality within the school community and beyond.
- Wellbeing and Welfare Managers offering support in C@SA (Care @ St Anne's) with use of the My Happy Mind mental health and wellbeing Curriculum, The Lily Jo Project resources, Boxall Profile and ELSA support.
 - Jigsaw PSHE with RISE – resilience intervention to support children with their well being and growth mindset.
 - Support from The Listening Tree – External Counsellor working with identified children.

At St Anne's we take great pride in our positive relationship with all parents and families. The school will communicate readily and act promptly to any identified concerns and issues. We will work with parents and carers in collaboration to ensure our school community is a happy and safe place for all our children and to make sure that small problems do not become big ones.

This Policy should be read in association with the following school policies:

- Attachment Aware Behaviour Policy.
- SEND Policy
- Child Protection and Safeguarding Policy
- Child on Child Abuse Policy
- Online Safety Policy
- Acceptable use of ICT Policy/Agreements
- Mental Health and Well-being Policy