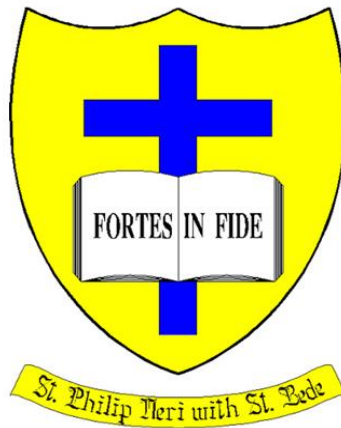


*Diocese of Nottingham*  
...working in partnership with  
**The Our Lady of Lourdes Catholic Trust**

**St Philip Neri with St Bede Catholic Voluntary Academy**  
**Policy Document**



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**Anti-Bullying**

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Written by:	Approved by:	Approval Date:	Review Date:
D. Steele	LGB	September 2021	September 2023

## ST. PHILIP NERI WITH ST. BEDE SCHOOL MISSION STATEMENT

*"We put Christ at the centre of our lives."*

**The whole school community aims to:**

1. Follow Christ's example at all times and grow in love, awe and wonder of Him.
2. Make everyone aware that, through Christ, we take our own place in society acknowledging that our actions affect the lives of others.
3. Give everyone the opportunity to develop their full potential within an atmosphere of mutual respect.
4. Ensure that within a broad and balanced curriculum, everyone will be given the opportunity:
  - To develop enquiring minds, with the ability to question, argue and think rationally and independently;
  - Use number and language effectively;
  - Develop physical abilities and aesthetic appreciation;
  - Acquire knowledge and skills relevant to adult life, society and employment in a fast changing world.
5. Enrich the spiritual life of the individual through varied and meaningful liturgical acts of worship.

***"This is what the Lord asks of you: only this that you act justly, love tenderly and walk humbly with your God" (Micah 6:8)***

This policy should be read in conjunction with the Safeguarding/Child Protection Policy and Behaviour Policy

## **Introduction**

Bullying is something that happens more than once to the same person. We help our children understand that when something happens once, it may be unkind or hurtful, but that it is not necessarily bullying. To help children define and recognise bullying, we use the STOP acronym:

**Several Times On Purpose.**

Bullying affects everyone, not just the bullies and the victims. It also affects siblings and those who witness such behaviour. 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 of bullying are addressed, will a child best be able to benefit from the opportunities at the school. As such, **we do not tolerate bullying of any kind at St. Philip Neri with St. Bede.** Any incident of apparent bullying is investigated.

## **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 the 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:-

- a) PHYSICAL - A child can be physically punched, kicked, hit, spat at, etc.
- b) VERBAL - Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality.
- c) EXCLUSION - A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- d) 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?

From the beginnings of school in Foundation Stage, we provide our children with the following advice and remind them that *silence is the bully's greatest weapon*.

- a. Tell yourself that you do not deserve to be bullied and that it is WRONG.
- b. Be proud of who you are. It is good to be an individual.
- c. Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- d. Stay with a group of friends/people. There is safety in numbers.
- e. Be assertive - shout "No!" or "Stop!" Walk confidently away. Go straight to a teacher or member of staff.
- f. Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
- g. Generally, it is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

## **What do you do if someone you know is being bullied?**

We provide our children with the following advice:

- a. 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.
- b. If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- c. Do not be, or pretend to be, friends with a bully.

### **As a Parent**

- a. 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.
- b. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent, etc.
- c. 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.
- d. It is important that you advise your child not to fight back. It can make matters worse.
- e. Tell your son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f. Make sure your child is fully aware of the school policy concerning bullying and that they must not be afraid to ask for help.

### **As a school**

- a. Organise the community in order to minimise opportunities for bullying, eg provide increased supervision at problem times.
- b. Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. "Come and See" - our Religious Education Programme, RSHE, whole school assemblies, key stage assemblies, class liturgies, or circle time discussions.
- c. Deal quickly, firmly and fairly with any complaints involving parents where necessary.
- d. Review the School Policy and its degree of success.
- e. The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- f. Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- g. 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.
- h. Encourage pupils to treat everyone with respect; this is recognise and promoted through our Whole School Virtues.
- i. We will treat bullying as a serious offence and take every possible action to eradicate it from our school.

## What action is taken if Bullying is suspected?

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

We support the victim in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose;
- informing the victim's parents/guardians;
- by offering continuing support when they feel they need it;
- by arranging for them to be escorted to and from the school premises if deemed necessary;
- by taking one or more of the eight disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the bully in the following ways:

- by talking about what happened to discover why they became involved;
- informing the bully's parents/guardians;
- by continuing to work with the bully in order to get rid of prejudiced attitudes as far as possible;
- by taking one or more of the eight disciplinary steps described below to prevent more bullying.

## **Disciplinary Steps**

1. The child will be warned officially to stop offending and action will be taken through the school's Behaviour Policy.
2. The bully's parents/guardians are informed.
3. A restorative sanction will be agreed and actioned.
4. The child may be excluded from the school premises at break and/or lunchtimes.
5. We may arrange for the child to be escorted to and from the school premises.
6. If the bullying does not stop, the child will be excluded for a minor fixed period (one or two days).
7. If the child's bullying behaviour continues, they will be recommended for exclusion for a major fixed period (up to five days) or an indefinite period.
8. If they do not end such behaviour, they will be recommended for permanent exclusion.

Reviewed December 2021

Renewal Date December 2023