

St. Anne Line Catholic Junior School



Anti-Bullying Policy

Reviewed : September 2023



Wickhay,
Basildon Essex.
SS15 5AF

Anti-Bullying Policy

Date of Policy: September 2023
Date last review adopted by Governing Body: October 2020
Date of next review: September 2026

**With Jesus, through the St Anne Line Way,
We Love, We Learn, We Share, We Pray.**

Together, we grow Our School each day

Statement of Intent:

All schools, large and small, contain pupils who have the potential for bullying behaviour. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

In accordance with our Mission Statement and our philosophy of a Rights Respecting School we pledge through our Christian ethos, our school curriculum, our employment practice of management of incidents, to keep pupils and staff safe from bullying in any of its forms. (Article 3 of the Convention on the Rights of the Child).

Aims and objectives of the policy:

- To raise awareness of bullying.
- To bring about conditions in which bullying is less likely to happen in the future.
- To ensure a whole school approach to bullying.
- To reduce and, if possible, eradicate instances of all types of bullying.
- To help deliver the statutory requirement of the five outcomes of Every Child Matters - Be healthy, Stay Safe, Enjoy and Achieve and Make a Positive Contribution.

Statement of Principles:

- St. Anne Line Catholic Junior School seeks to provide a safe, secure, and positive environment in which children and adults can grow and develop, making full use of the range of facilities available to them.
- We are committed to a value system within which children and adults involved with them are entitled to be treated with respect and understanding and to participate without fear of intimidation. Any behaviour that undermines this is unacceptable.
- We seek to ensure that those acting on behalf of our school will:
 - Actively listen to children
 - Act appropriately on information received in order to ensure that a safe, secure and positive environment exists.

- All our children have the right to feel secure, to be able to trust without fear, and to expect protection from adults in positions of care and responsibility. They also have a basic right to take full part in their education in an environment that does not subject them to cruelty or create despair.
- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Victims of bullying will be treated in a supportive manner, and their case heard in an atmosphere of positive concern.

What Is Bullying?

Bullying is the use of words or actions with the intention of hurting another person. The behaviour is repeated, or has the potential to be repeated, over time. It is not the same as pupils having an argument or falling out of friendship, it is more than this. Bullying can result in pain and distress to the victim.

Bullying can be: (Remembering the behaviour is repeated, or has the potential to be repeated over time.)

- Emotional - Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, taking friends away).
- Physical - Pushing, kicking, hitting, punching or any use 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 - All areas of internet, such as email & internet chat room. Mobile phone threats by text messaging & calls misuse of associated technology, i.e. camera video facilities.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Pupils

If you are being bullied, you should...

- Never suffer in silence.
- Tell someone straight away.
- Tell a teacher, member of staff, friend or put a note in the class pupil suggestion box.

If you think a pupil is being bullied, you should...

Tell a member of staff or tell an Anti-bullying Ambassador about who is being bullied. Pupils are being encouraged to work together in order to highlight / take a stand against instances of bullying through providing peer support. Pupils are made aware of the consequences associated with bullying.

Parents

If you think your child is being bullied in school, do not hesitate to contact school immediately and speak to your child's teacher even if your child tells you not to, we can only help if we know. Watch for signs of bullying which could include:

- Unexplained physical injuries/abuse of personal belongings.
- Reluctance to attend school.
- Changes in mood (child becoming withdrawn).

An investigation will then commence. The investigation will involve talking to the alleged victim as well as the pupil(s) involved in the alleged bullying.

Witnesses will always be sought so we can gather a full picture of what has been happening. We will keep parents informed on what actions we are taking and what outcomes have been brought about.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

What the School does to prevent bullying

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated. Attempts will be made to support pupils in changing bullying behaviours when they occur. The school is prepared to exclude pupils involved in repeated and persistent bullying or in cases of gross and extreme bullying.

Anti-Bullying Ambassadors

At St. Anne Line Catholic Junior School, we are committed to creating a safe and inclusive learning environment for all students. To further this commitment, we have established an Anti-Bullying Ambassadors team – which has been implemented since 2018 - that includes both students and staff members. Our team of Anti-Bullying Ambassadors is dedicated to monitoring and promoting respectful behaviour and awareness throughout the school community.

Members of the Anti-Bullying Ambassadors Team:

Mrs. Sweeney
Miss Wheeler
Mr. Lilley

Roles and Responsibilities:

The Anti-Bullying Ambassadors team plays a vital role in upholding our school's anti-bullying values. Their responsibilities include:

- Monitoring Expectations: The team actively observes and monitors behaviour within the school, ensuring that all students and staff adhere to our anti-bullying expectations.
- Promoting Awareness: They work diligently to raise awareness about bullying-related issues among pupils and staff, helping to foster a culture of respect, empathy, and kindness.
- Regular Meetings: The Anti-Bullying Ambassadors team meets at least once every half term to discuss changes, share insights, undertake specialised training, and plan initiatives such as anti-bullying assemblies.
- Playground Monitoring: Members of the team maintain a weekly rota and wear hi-vis jackets to monitor the playground during break times. They are trained to handle any bullying-related issues that may arise, ensuring a swift and effective response to maintain a safe environment for all students.
- Issue Resolution: When encountering situations, they are trained to address, the team takes proactive steps to resolve them. For more complex issues, they collaborate with school leadership and counselling services to provide appropriate support.

The class teacher or a member of the Senior Leadership Team will:

- Fully investigate and deal with all occasions of alleged bullying.
- Raise awareness of the anti-social nature of bullying and how to deal with it in school through special assemblies and PSHE work.
- Encourage pupils to inform staff when they see an instance of bullying.
- Remain vigilant for signs of bullying evident in overall pupil performance.

- Continue to develop resources designed to educate pupils and combat bullying.
- Encourage parents to contact the school with any concerns about bullying, emphasising that complaints will be taken seriously.

Procedures

1. Report bullying incidents to staff.
2. All cases of bullying will be recorded by staff.
3. All staff have access to CPOMs where they will log all incidents and will include the names of the bully(ies) / victim(s) / date and action taken. Racial incidents will be recorded separately.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
7. An attempt will be made to help all children involved.

Outcomes

Disciplinary steps will be taken to prevent further occurrences. The bully / bullies may be asked to genuinely apologise, and other consequences may take place (See Behaviour Policy).

Saint Anne Line Catholic Junior School is a level one Rights' Respecting school. At the heart of our school is the Convention for the Rights of the Child (CRC). This is evident in our planning, policies, practice, and ethos.

- **Standard A: Rights-respecting values underpin leadership and management**
The best interests of Saint Anne Line pupils are a top priority in all actions. The values and principles of the CRC at the heart of this policy.
- **Standard B: The whole school community learns about the CRC**
The Convention is made known to children and adults. They use this shared understanding to work for global justice and sustainable living.
- **Standard C: The school has a rights-respecting ethos**
Children and adults collaborate to develop and maintain a rights-respecting school community, based on the CRC, in all areas and in all aspects of school life.
- **Standard D: Children are empowered to become active citizens and learners**
Every child has the right to say what they think in all matters affecting them and to have their views taken seriously. Saint Anne Line pupils develop the confidence, through their experience of an inclusive rights-respecting school community, to play an active role in their own learning and to speak and act for the rights of all to be respected locally and globally.