



Anti-Bullying

Bullying, in any form, is contrary to all the values reflected in St. Mary's Mission Statement and will not be tolerated.

For guidance, our definition of bullying is;

" Persistent, intentional physical or psychological intimidation of one [or more] individual[s] to another."

This is significantly different to 'one off' incidents that are dealt with immediately and there is no continual recurrence.

Everyone is involved in the detection of bullying, children, parents, teachers, support staff etc., but in order to emphasise its severity and underline the zero tolerance approach to bullying, school procedures will be carried out by senior management, e.g. Head or Assistant Head.

Staff:

The following are just some of the signs to be aware of:

- not wanting to come to school.
- not wanting to go out to play.
- change in behaviour / mood swings.
- attention seeking - disruptive or withdrawn.
- standard of work falling.
- avoiding contact with people - voluntary isolation.
- physical signs e.g. tears, bruising, changing story.

Procedures to follow in school:

- referral to senior management who will then inform all other staff to be alert.
- record all incidents that will allow a decision to be made as to whether bullying is taking place.
- if appropriate, children to record their feelings in a diary during the investigation period.
- senior management to record discussions with both parties - parents and children.
- alleged victim to record events if able or by dictation to an appropriate adult, e.g. class teacher.
- accused perpetrator to record events if able or by dictation to an appropriate adult e.g. class teacher.
- parents of both parties to be informed and to come into school for discussions.
- if the incidents are not considered to be bullying, the children involved will be supported in different ways, e.g. social stories.
- if bullying is found to have taken place, appropriate sanctions will be put into place. Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy.
- an action plan to be put into place and monitored to support the prevention of no further incidents.

- counselling and support for the victim of the bullying and a punishment for the child carrying out the bullying may be put into place.
- parents to agree period of time to ensure no repeat of the incidents.
- upon completion of the period of time all parties to sign an agreed document in recognition that the situation is resolved.
- all bullying incidents will be reported to the Chair of Governors, Mr S Davis and to governors through means of the Headteacher's Report to Governors.

What should pupils do?

- through an effective Personal and Social Development curriculum, be aware of what bullying is and know that it should not be tolerated.
- be responsible - if someone is making you unhappy, try to deal with it but if they persist **take action** and tell someone.
- if you know someone else is being bullied - tell someone.
- take an active role in setting a good example of how to treat each other.
- never resort to violence yourself but rather portray the message of Christ through your actions.

What should parents/carers do?

- watch for any changes in your children that seemingly have no reason.
- talk with your child to see if there is anything troubling them.
- record information gained and act on it - **tell school immediately in order to trigger school procedures.**
- encourage their child to remain as positive as possible at all times and to move on from situations that have been resolved.
- above all, reinforce our Mission Statement and the 'Role of the Child'.
- reassure your child that the school will be dealing with the situation or have dealt with the situation and will be closely monitoring it.
- encourage your child to enlist the help of friends for emotional support rather than to hit back.

Working together as a team, we will make a difference for your child.

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