



St. Oswald's R.C. Primary School

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Anti-Bullying Policy

Date amended: September 2021

by: C. Kippax

Date for review: September 2023

Signed:

Chair of Governors

Date:

Anti-bullying Policy

Our Mission Statement

St Oswald's is proud to be a Roman Catholic school where every person is helped to do their best to succeed in a place of love, peace and safety, following the teachings of Jesus. In our school family, we are keen learners and teachers.

Nihil Satis Nisi Optimum

Aims

In our school family we will:

- Thank God for our talents and celebrate achievements earned through working hard and aiming high.
- Follow the example of Jesus by loving, respecting and accepting one another
- Give children as well as adults the chance to have a voice in the future plans of our school.
- Say sorry truthfully and bravely, and be ready to forgive others as Jesus taught us.
- Show kindness by trying to think of the needs of others before our own.
- Be warm and welcoming towards others in our school, our parish and our community.
- Find love and goodness here and when we leave take lasting friendships and happy memories with us.

Overview of school

St. Oswald's is a small Roman Catholic primary school with a nursery school attached. The school is situated in an area of high social deprivation. Many of our pupils have experienced family break up; some have been witness to violent relationships and drug abuse.

1 Introduction

- 1.1** Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.
- Bullying can be short term.
 - Bullying can continue over years.
 - Bullying can be overt.
 - Bullying can be subtle intimidation.

2 Aims and objectives

- 2.1** Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

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2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur, and builds upon the school's behaviour policy in promoting and developing positive behaviour. This policy also complements the school's policy on social, moral, cultural and spiritual development.

2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of governors

3.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

3.3 The governing body responds promptly to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the headteacher

4.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

4.4 The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher

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5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.

5.3 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.

5.4 Teachers routinely review the behaviour policy where clear guidelines are set out for the dealing of bullying incidents. (See Appendix 1)

5.5 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6 The role of parents

6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7 Monitoring and review

7.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually.

Signed: *C. Kippax*

Date: 07-09-18

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Appendix 1 Anti Bullying Strategy

Anti social behaviour, which includes all forms of bullying, is not tolerated.

Staff are constantly watching for signs of bullying. They are very much aware that bullying is not simply physical attacks, but includes name calling, black mailing, exclusion from peer groups, comments about family, clothes or appearance and damage to property. The school recognises that "Cyber" bullying can evidence itself through modern forms of media such as Mobile Phones and Personal Computers.

Staff should watch out for:

- Early signs of distress in pupils;
- Deterioration of work;
- Spurious illness;
- Isolation;
- The desire to remain with adults;
- Erratic attendance.

They listen carefully to anything that a child wishes to confide, take it seriously and follow this up appropriately.

In the case of lunchtime incidents, the welfare assistant informs the Head teacher at the beginning of the afternoon session.

Children who bully are made aware of the unacceptable nature of their behaviour and the consequences of any repetition.

In order to minimise incidents of bullying:

- a. all staff are aware of the school rules and are consistent in their implementation;
- b. pupils are encouraged to report incidents of bullying and not join in or stand idly by;
- c. parents are encouraged to come into school and inform us of any thing which is worrying their child;
- d. the issue of bullying is dealt with within the school's personal, social and health education. Children are taught to recognise bullying and learn techniques to help them deal with such incidents;
- e. staff are on duty at playtime and lunchtime
- f. staff take children out to their parents at home time and infant children are handed over to parents;
- g. a different person may only pick up a child by prior arrangement with the school;
- children whose parents are unavoidably delayed are asked to report to the office and stay in the atrium.

All cases of bullying behaviour are to be reported to the head teacher and are entered on CPOMs. Parents are informed as necessary. In more serious cases Governors are informed.

We aim to improve behaviour with positive reinforcement. The perpetrator will be expected to:

- h. make an apology to the bullied person;
- i. make every effort to improve the situation
- j. reassure the victim that the bullying behaviour will not continue
- k. be aware that his/her behaviour will be monitored in future.

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Where circumstances demand it, the perpetrator may lose privileges.

We do not see our responsibilities ending at the school gate and wish to be involved with parents when handling incidents on the way to or from the school.