



St. Augustine's Catholic Primary School



ANTI-BULLYING POLICY

Date Adopted: December 2018
Approval Committee: Governing Body
Next Review Date: December 2019

Single Equality Entitlement. This policy should be read in conjunction with the Single Equality Policy. The general equality duty requires that, in the exercise of their functions, schools must have due regard for the need to eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010. St. Augustine's School endeavours to advance equality of opportunity and foster good relations for all.

Lead us Lord,

To Act Justly,

To love tenderly,

And to walk humbly.

Amen.

What is bullying?

Bullying is defined as "behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition - **Preventing and Tackling Bullying: Advice for Headteachers, Staff and Governing Bodies**).

Anyone has the potential to be a target or perpetrator of bullying.

The four main types of bullying are:

1. Physical - such as, hitting, kicking, shoving, theft;
2. Verbal - such as, threats, name calling, shouts of abuse or insults, using threatening language;
3. Emotional - such as, spreading rumours, being excluded from groups, intimidation.;
4. Cyber-bullying - such as nasty text messages, emails, phone calls, via social media and the wider use of technology.

Bullying can be fuelled by prejudice based on any of the following:

- Race (racist bullying);
- Religion or belief;
- Culture or class;
- Gender (sexist bullying);
- Sexual orientation (homophobic or biphobic bullying);
- Gender identity (transphobic bullying);
- Special educational needs or disability (SEND);
- Appearance or health conditions;
- Related to another vulnerable group of people.

Bullying is **not** when two people have a disagreement or fall out; it is 'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.' (**Anti-**

Bullying Alliance) Such abuses of power, if left unchallenged, can lead to more serious forms of abuse, such as domestic violence, racial attacks, sexual offences and self-harm or suicide.

Aims and Objectives

In generic terms, the aims and objectives of this policy are to develop and maintain:

- . a culture of respect where difference is valued
- . a system of support for those who have been bullied
- . a system of clear, fair and consistent responses to incidences of bullying

Tackling Bullying

All stakeholders have a responsibility in tackling bullying to safeguard all members of the school community.

Children's responsibilities

(Discussed with the children)

- Tell the perpetrator to STOP
- Tell a trusted adult in the school (this could be a teacher, teaching assistant, dinner supervisor, office staff or a volunteer
- Tell a trusted adult at home (a family member or friend), or a responsible adult that you know.

Staff Responsibilities

(Discussed with the children)

- Ensure the victim is safe from harm
- Tell the perpetrator to STOP
- Speak to the perpetrator and if appropriate (follow sanctions as set out in the Behaviour Policy)- take time to hear both sides of the story
- Help the child make the right choice with regards to their actions- help them understand the consequences of their actions
- Inform the parents of both sets of children
- To report any children protection issues to the necessary outside agencies.

Governing Body Responsibilities

- To ensure that the procedures are being followed in accordance with the law.

Parent Responsibility

- To listen and talk to their child
- To work with the staff at school and communicate concerns or information as soon as possible.

Supporting victims of bullying

Each incident of bullying will be dealt with sensitively and appropriately.

In every case, time will be taken to:

- Remove the victim of bullying from immediate harm.
- Listen to the child who has been bullied and agree on the support that they need.

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- Ensure that the children are dignity and consistency.

Child Protection

The Children Act 1989

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Some acts of bullying may be a criminal offence. In such cases, consideration will be given as to whether there should be a referral to the Police or to the Multi Agency Safeguarding Hub.

Evaluating

As a school we will evaluate the effectiveness of our Anti-Bullying Policy by:

- Asking our children whether they feel satisfied with the way that bullying is dealt with
- Ensuring that our children feel safe
- Asking our parents whether they are confident with the way incidents of bullying are dealt with. More information is available from <https://www.dorsetlscb.co.uk/working-with-children/bullying-e-safety/>

Anti-Bullying Support Agencies

Anti-bullying Alliance - Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.
<https://www.anti-bullyingalliance.org.uk/>

Kidscape - Provides training or professionals, courses for bullied children, a helpline for parents of bullied children and books, videos, free booklets and leaflets about the prevention of bullying, many in several languages.
Tel: 08451 205 204
<https://www.kidscape.org.uk/>

Childline - Offers a free, 24-hour helpline and counselling service for children in distress or danger.
Tel: 0800 1111
<https://www.childline.org.uk/>

Bullying UK - Provides an email advice service for children and young people as well as online help and information, for schools as well as pupils.
<https://www.bullying.co.uk/>

Parentline Plus - Provides advice and links for parents.
Tel: 0808 8002222
<https://www.familylives.org.uk/>

Useful sources of information

Cyberbullying.org - One of the first website set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site.

<https://cyberbullying.org/>

Think U Know - The Child Exploitation and Online Protection Centre (CEOP) has produced a set of resources around internet safety for schools.

<https://www.thinkuknow.co.uk/>

Know IT All for Parents - A range of resources for primary and secondary schools by Childnet International. Has as sample family agreement.

<https://www.childnet.com/>

Dorset Police Sage Schools Team - A multi-award winning Safe Schools and Communities Team (SSCT), a partnership between Dorset Police and the County's Youth Offending Team. It was set up in 2005 to prevent and reduce anti-social behaviour, crime and wrong-doing and to promote safety across communities in the Dorset County Council areas.

<https://www.dorset.police.uk/help-advice-crime-prevention/safety-in-your-community/safe-schools-communities-team/>

Stonewall - The gay equality organisation founded in 1989. Founding members include Sir Ian McKellern.

<https://www.stonewall.org.uk/>