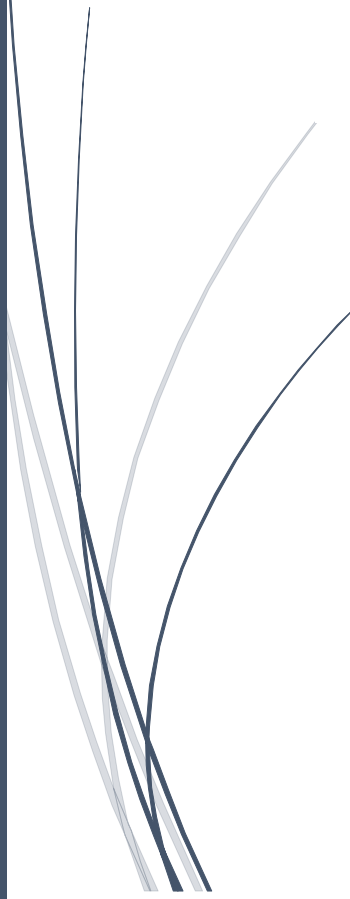


Love Learn & Grow Together



Anti-Bullying Policy
Spring 2023



Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At St Teresa of Lisieux, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell, and when bullying behaviour is brought to our attention, prompt and effective action will be taken.

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should understand 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

Definitions of Bullying

Bullying is the repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying generally takes one of four forms:

- Emotional: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical: pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal: name-calling, teasing, threats, sarcasm
- Cyber: All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera and video facilities

Although not an exhaustive list, common examples of bullying include:

- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

Signs & Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- doesn't want to play outside
- begs to be accompanied to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- uses excuses to miss school (headache, stomach ache etc)
- begins to suffer academically
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- continually 'loses' money
- has unexplained cuts or bruises or shows signs of being in a fight
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received.
- These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Revisiting and understanding of the school's ALIVE ethos
- Using the curriculum to reinforce awareness
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it matters
- Anti-bullying week
- E-safety
- Community Police Officers speaking to /individuals/groups/classes/assembly
- Links with NSPCC

Implementation

The following steps may be taken when dealing with incidents:

Procedures

- All incidents reported and recorded onto CPOMs.
- Reviewed daily by pastoral team.
- In cases of bullying (repeated incidents) pastoral team will investigate and take appropriate action.
- The bullying behaviour or threats of bullying must be investigated and addressed quickly

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing Parents or Carers to help change the attitude and behaviour of the child.
- In on-going cases, parents will be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted
- An attempt will be made to help the bully (bullies) change their behaviour
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The following disciplinary steps will be taken as appropriate if future incidents occur

- Reminder Card/Monitoring Card
- Exclusion from certain areas of school premises
- Internal exclusion
- External exclusion

- Managed transfer
- Permanent exclusion

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.