

St. Mary's Catholic Primary School Ysgol Catholig Santes Fair



Anti-Bullying Policy

Reviewed and approved by Governors
after consultation with pupils, staff and parents.

Our Mission Statement



As a Catholic family,
we will do our best to live and
learn as Christ taught us.

Our aims are designed to allow us to live out the Mission Statement.

School Aims

- a. To create a community where love, peace and joy are present and to be true to the values of the Gospel and to make our Catholic faith alive by building such a community.
- b. To develop a dynamic interaction between home, school and parish and provide a formation for each child to realise their full potential in all aspects of spiritual and moral development.
- c. To develop a zest for life and an enjoyment of learning.
- d. To allow children to respect all forms of life.
- e. To achieve high standards in academic learning.
- f. To develop creativity and a love of art, music and drama.
- g. To encourage children to learn physical skills and a knowledge and control over their own bodies to compete against themselves and others in order to raise their performance.
- h. To have experience of the Welsh Language and be introduced to Welsh culture and others from around the world to reflect the cosmopolitan nature of our school.
- i. To make sense of the world around them scientifically and by understanding other people, their history and their environment.
- j. To foster good attitudes and appropriate behaviour, manners and dress.

Rationale Regarding Bullying.

We recognise that bullying takes places in all areas of life, including in schools. We will not take the sort of attitude that says 'bullying doesn't happen in our school'. Instead, staff will be vigilant and observe pupils closely day to day.

We realise that, from time to time, children will have disagreements and that they may upset one another. This is a part of life and we will do all we can to help and guide pupils when these situations occur but this is not bullying, which involves a concerted effort from a person or group of persons to upset, belittle, isolate or physically hurt someone else. This can have a significantly detrimental impact on a child's well-being.

Bullying will not be tolerated and children, staff and parents are asked to inform the Headteacher or the Deputy Headteacher immediately if there is any cause for concern in relation to bullying and the matter will be dealt with promptly.

School Procedures in Cases of Bullying:

- 1 The alleged target will be supported and encouraged to talk about the situation.
- 2 The Headteacher (or an appointed responsible person) will investigate. This will involve speaking with the target, the alleged perpetrator and any other children who may be able to help in identifying what has happened.
- 3 The Headteacher (or appointed person) will consult with the staff involved.
- 4 If it becomes clear that bullying has taken place, the target will be supported and advised about how to deal with the situation.
- 5 The perpetrator will be spoken to and advised how to change behaviour. Expectations will be made clear.
- 6 Any disciplinary action will be proportionate and it will be in keeping with the school's Behaviour Policy. The concept of **restorative justice** will be used if possible and reasonable. If possible, reconciliation will be the outcome in line with the Catholic ethos of our school.
- 7 Parents/carers involved will be informed of the process and its outcome/s.

'So then, if you are bringing your offering to the altar and there remember that your brother has something against you, leave your offering there before the altar, go and be reconciled with your brother first, and then come back and present your offering'.

(Matthew 5 23:24)

Guidance Given to the Target:

- 1 Always talk about it. Do not keep it to yourself. Inform a friend, teacher or your parent.
- 2 Try to ignore the perpetrator or say 'No' really firmly, then turn and walk away. Speak with a member of staff; they will help you.
- 3 Try not to show that the perpetrator/s is/are having an effect on you; this is usually what they want. Try to stay as calm as possible.
- 4 Don't fight back, if you can help it.
- 5 At break and lunchtimes, stay with your group of friends if possible.
- 6 Practise 'walking tall'.
- 7 Understand that it is the 'perpetrator' who has the problem.
- 8 Realise that the school's staff are here to help you. We want everyone to be happy and secure in school. That's a big part of our job!
- 9 If it helps you, talk with one of the school's trained playground peacemakers. You can speak with them at any time for peer support. If necessary, buddy up with a Playground Peacemaker for support. Staff will help with this.

Guidance Given to the Perpetrator/s:

- 1 Be honest and admit that you have not treated another pupil/s fairly and that you've broken our Code of Behaviour. Take responsibility for your actions.
- 2 Think about the impact of your behaviour on the other person. How has it made them feel? Empathy is a very important and helpful skill to have.
- 3 Try to work out why you do it; for example, do you want others to feel small, is something irritating you, do you have a problem at home or in school, is someone picking on you or treating you unfairly?
- 4 If there is a problem, always talk to someone about it. Staff are here to help you.
- 5 Apologise to the target and mean it. Commit to making sure that this behaviour doesn't happen again.
- 6 Think about how you might make amends. (Restorative justice theme).
- 7 Think about how you might control your anger or frustration (staff to give advice in these situations).
- 8 Ask your friends to help you.

How to advise children to deal with anger:

- 1 Get away from the situation. This is not 'running away'. This is just the best way of helping yourself and others and it stops you from getting hurt.
- 2 Take several deep breaths and count to ten.
- 3 Go for a walk or run.
- 4 Get help from an adult. Talk to your teacher, the headteacher or to any other adult in school who you trust. They will help you.
- 5 If you get angry or frustrated and you hit out at others, you are in the wrong. Take yourself out of the situation and talk about it!
- 6 Ensure that the child understands that: **we should not respond to violence and aggression with violence and aggression.**

Further Actions:

1. If necessary, staff will be informed of any ongoing issues at the weekly staff meeting under the standard agenda item of 'causes for concern'.
2. The responsible adults involved in dealing with instances of bullying will reflect on each incident according to its particular circumstances and liaise with external agencies if it is deemed appropriate to do so in order to support children as effectively as possible.
3. If necessary, work in partnership with any external agencies that may be able to help and liaise with parents/carers in the medium term.