

HOLY NAME CATHOLIC PRIMARY SCHOOL **ANTI-BULLYING POLICY**

SEPTEMBER 2019

LEGAL REQUIREMENTS

“Under section 22 of the Education (No. 2) Act, Headteachers are responsible for maintaining acceptable standards of discipline and regulating the conduct of pupils. Section 1 of the Education Reform Act 1988 requires schools to offer their pupils a balanced and broadly based curriculum which promotes their spiritual, moral, cultural, mental and physical development. Schools are expected to uphold certain values including those which reject bullying and cruelty.” Guidelines for teachers and all support staff in establishing effective anti-bullying policies in school, Liverpool LEA.

BACKGROUND INFORMATION

Holy Name Catholic Primary School presently has girls and boys aged 3-11 on roll who come from the residential areas of Fazakerley and the surrounding area. Within each year group there are identified pupils with special educational needs.

AIMS AND OBJECTIVES OF THE SCHOOL ANTI-BULLYING POLICY

Holy Name Catholic Primary School will offer pupils a balanced and broadly based curriculum which, according to section 1 of the 1988 Education Reform Act, will:

- promote “the spiritual, moral, cultural, mental and physical development of pupils at the school and of society”
- and prepare “such pupils for the opportunities, responsibilities and experiences of adult life”

The school will aim to:

- reduce the incidence of bullying in this school
- create a safe environment for all pupils and staff

The school will work towards these aims in partnership with the parents / carers. The aim of the anti-bullying policy is to clarify the system of dealing with a bullying incident and outline the content and manner in which anti-bullying education will be delivered in this school.

Other school policies which have relevance to the anti-bullying policy are:

- PSHE & Citizenship
- Equal Opportunities
- Safeguarding / Child Protection
- Behaviour
- Health and Safety
- Relationships and Sex education
- Special Needs and Disabilities
- Drug Education

Objectives:

- To ensure that there is an effective system of monitoring bullying incidents in place.
- To provide guidance on how bullying incidents should be responded to.

- To set out a programme of awareness raising and education on the issue with both staff and pupils.

MORAL AND VALUES FRAMEWORK

The school believes that all staff and pupils have the right to feel safe and secure in the school environment. The school encourages the following values:

- respect for self
- respect for others
- responsibility for their own actions
- responsibility for their family, friends, school and wider community
- to nurture a greater understanding of the effects of one's behaviour on others

EQUAL OPPORTUNITIES

This school is committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

GUIDELINES OF HOW INCIDENTS ARE RESPONDED TO

The school will treat seriously all incidents which are brought to the attention of the staff. The victim will be listened to. A record of the incident will be documented by the offender in the incident book which is retained in the EHT's office and appropriate actions will be taken.

Parents / carers will be notified and kept informed.

Witnesses will be interviewed and a record made.

The perpetrators will be interviewed and a course of action will be decided dependent on individual circumstances.

OUTLINE OF MONITORING PROCEDURES

Records will be kept of all reported bullying incidents by the EHT / HoS. A member of the Senior Leadership Team will provide support to pupils and, together with the class teacher liaise with parents / carers.

CONTENT

The anti-bullying education programme will:

- provide information that is relevant and appropriate to the age and developmental stage of the pupils
- develop skills of assertiveness, communication and effective dialogue in relationships, enabling pupils to deal with conflict and feelings e.g. anger
- encourage the exploration and clarification of values and attitudes, rights and responsibilities
- foster self esteem, positive self-image and confidence
- links with outside agencies, i.e. community police re bullying
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Topics and themes will be revisited taking account of the pupils' development and the spiral curriculum concept.

The content of the anti-bullying education programme will be based on the recommended Archdiocese of Liverpool Relationships and Sex Education curriculum resource "Journey in Love".

Topics will include:

- feelings and relationships
- personal safety
- lifestyles and culture
- growing up

An overview of the full curriculum programme is attached at the end of the policy. See Appendix 1.

ORGANISATION

Anti-bullying education will be co-ordinated by the PSHE co-ordinator in close co-operation with senior leaders.

Delivery will be:

- as topics
- addressed occasionally in assembly time
- through planned visits from parents and younger and older siblings
- through pastoral time
- through circle time
- through story time

Active learning methods which involve pupils' full participation will be used.

Individual parents can also view resources by contacting the PSHE co-ordinator on request. Holy Name Catholic Primary is committed to working towards equal opportunities in all aspects of school life. All resources and teaching methods used will support this commitment.

OTHER APPROACHES TO BE USED

A friendship stop is identified in the playground and a buddy system is used for new pupils. All individuals working with pupils work within the school's moral framework.

THE ROLE OF OUTSIDE AGENCIES AND PROCEDURES FOR THEIR INVOLVEMENT

The school's quiet room will provide a peaceful, relaxing environment to support pupils with behavioural issues. Outside agencies will be used to support and assist the teachers in the development of the classroom based work and on a one to one basis. They will be required to work within the school's moral framework outlined earlier. Every individual who has contact with the pupils will be police vetted.

CONFIDENTIALITY

Pupils will be made aware that some information cannot be held confidential and that their best interests will be maintained.

DISCLOSURE OR SUSPICION OF POSSIBLE ABUSE

Holy Name Catholic Primary School has a Child Protection policy and procedure for dealing with child sexual abuse based on the LA guidelines and recommendations. This policy is available on request.

CHILD PROTECTION / PUPILS AT RISK

All Staff are asked to be constantly alert for any signs of abuse to pupils.

If suspicions are aroused by signs of injuries of any kind, neglect, undue emotional disturbance or unusual behaviour, please refer the matter to the EHT / HoS immediately, who will then inform the School's Child Protection Officer. A DELAY IN RESPONDING COULD BE COSTLY

Ms Pauline Sloane is the school's Child Protection Officer. Staff will receive Training in Child Protection each year.

HIV / AIDS POLICY

The school follows the procedure outlined by the City Council with regard for supporting pupils or staff infected or affected by HIV/AIDS (see relevant document).

CONSULTATION WITH PARENTS / CARERS

Parents / carers will be notified and kept informed.

The EHT / HoS will be informed of all bullying incidents. They will be involved in parent / carer liaisons and kept regularly updated.

COMPLAINTS PROCEDURES

Any complaints about the anti-bullying procedures or programme should be made to the EHT / HoS who will report to the governors via the link governor.

DISCIPLINARY PROCEDURES

The school will handle each case individually recognising that the future of the pupils involved could be affected by the decision and subsequent action employed.

INCIDENTS OUTSIDE SCHOOL

The procedures laid out in this policy equally apply to any incidents off school premises where the pupil/s are involved in school activities. Incidents outside school will be dealt with by the police. Parents will notify the school so that staff are aware of the situation.

DISSEMINATION OF THE POLICY

All staff members and governors will receive a copy of this policy.

EVALUATION, MONITORING AND REVIEW

Possible success indicators which will indicate the effectiveness of the programme will include

- fewer reports of bullying
- fewer pupils reporting that they bully others
- more pupils reporting that they feel the school is trying to do something to reduce and prevent bullying
- more pupils feeling that there is less bullying in school
- more staff responding to bullying behaviour.

Feedback from staff, parents and pupils will indicate the effectiveness of the procedures and education programme.

The policy will be reviewed annually.