



ST. DUNSTAN'S

Anti-Bullying Policy

Responsible committee: Welfare and Inclusion

Approved by Governing Body: March 2023

Review Date: Biannually spring term

Mission Statement

Our mission is to be a happy, caring and compassionate Catholic community where each child's gifts are developed to the full and the foundations for lifelong learning are laid down.

Everyone will be supported, nurtured and inspired to be the very best they can be and to persevere to overcome life's challenges.

With God's help, we will educate our children to live safely and responsibly, to care for His wonderful creation and to live their lives through the example of Jesus and the values of the Gospel.

Safeguarding: The Governors of St Dunstan's School are committed to safeguarding children and take their responsibility for this very seriously. In conjunction with this policy the reader is encouraged to read the school's Behaviour Policy and Child Protections and Safeguarding Policy.

This policy is delivered within the context of the School's Mission Statement:

Our mission is to be a happy, caring and compassionate Catholic community where each child's gifts are developed to the full and the foundations for lifelong learning are laid down. Everyone will be supported, nurtured and inspired to be the very best they can be and to persevere to overcome life's challenges.

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GUIDING PRINCIPLES

At St Dunstan's we consider it is our responsibility to ensure that education takes place in an atmosphere that is caring and protective, where individuals feel safe and are free to develop, as they should. We strive to foster respectful and caring relationships between all persons in the school and to encourage positive behaviour.

Our children feel supported because they know the adults in the community take time to listen to them and respond to their needs. They develop qualities of trust, confidentiality and respect in an environment where they feel safe to ask for help.

Our children recognise that respect of others, their beliefs and values is fundamental to the happiness of the school community and to citizenship as a whole.

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers and children. Pupils contribute to the development of the policy through pupil voice and class discussions.

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. *Safe to Learn: embedding anti bullying work in schools (2007)*.

Bullying can include:

- Physical violence such as hitting or pushing
- Taking or damaging belongings
- Name calling
- Teasing or spreading rumours
- Taunting or mocking
- Excluding people from groups
- Producing offensive graffiti
- Misusing technology (whether internet, mobile phones or other devices) to hurt or humiliate another person

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health
- Bullying relating to sexual orientation

Roles and Responsibilities

The head teacher and leadership team:

- Liaise with parents, pupils and governors
- Monitor and assess the policy's effectiveness in practice
- Co-ordinate strategies to prevent bullying
- Assess the need and co-ordinate training and support for staff

There is a nominated Governor with the responsibility for Anti-bullying (Behaviour).

Responsibilities of the Anti-bullying Coordinator:

- Attend regular anti-bullying training sessions
- Ensure that anti-bullying work is incorporated into the RSHE curriculum across key stages as well as other curriculum areas
- Organise anti-bullying themed week to reinforce the anti-bullying message
- Ensure that incidents of bullying are recorded and responded to
- Report to governors on a termly basis
- Lead restorative approaches across the school

Responsibilities of all staff:

- Foster in pupils self-respect and respect for others
- Demonstrate by example high standards of personal and social behaviour
- Be alert to signs of distress and other possible indications of bullying
- Listen to pupils who feel they have been bullied, take what they say seriously and act to support them
- Follow school procedures by reporting and recording incidents promptly to the Anti-bullying Co-ordinator
- Use restorative approaches when managing incidents of bullying.

Responsibilities of pupils:

- Refrain from becoming involved in any kind of bullying

- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so
- Report to a member of staff any witnessed or suspected instances of bullying
- Participate in restorative conversations where they have been involved in incidents of bullying

Responsibilities of parents:

- Watch for any signs of distress or unusual behaviour in their child, which might be evidence of bullying
- Advise their child to report any bullying to a member of staff
- Advise their child not to retaliate violently to any forms of bullying
- Keep a written record of any reported incidents
- Speak to the school when they feel that their child has been subject to bullying
- Support the restorative approaches used by the school

Reporting and Responding to Bullying

We have clear and well publicised system for the whole school community (including staff, parents/carers and children).

All incidents are dealt with immediately, taken seriously and investigated fully. Staff listen to all pupils' accounts and help them to interpret and understand what has happened. This may include helping some pupils to appreciate the need to 'let go' and not remain negative about something that happened a long time ago.

Parents are contacted on the day the incident is reported and are kept fully informed of the outcome of the investigation. In the event of a parent feeling that a bullying incident has not been dealt with to their satisfaction or that of the victim, they are referred to the school's 'Responding to Parental Complaints and Concerns Policy and Procedures', a copy of which is available on the policies page of the school website or from the school office.

All behavioural incidents are dealt with in a fair way ensuring that everyone is given a voice.

A range of approaches appropriate to the situation are utilised including:

- The support group approach (circle of friends)
- Restorative approaches
- Supporting the student who has been upset in explaining to the perpetrator they hurt they have caused
- Referral to outside agencies, if appropriate
- Individual work with the victim
- Use of the school's ELSA where this is necessary

Possible consequences are outlined in the Behaviour Escalation Scale which is part of the school's Behaviour Policy. The school ensures that whatever the necessary outcome the incident has been dealt with. There is always a 'fresh start'. As part of our restorative approach to bullying, those involved in the incident work together to decide "What needs to happen to make things right".

The member of staff dealing with the incident is also responsible for recording it on CPOMS. They should then report it to the Anti-bullying coordinator who can assist with investigations and supporting restorative approaches.

CPOMS reports and details of the follow up review information, are used by the Anti-bullying Co-ordinator to evaluate consequences and the impact. They are also used to identify trends and inform preventative work. This information will be presented to the governors in an anonymous format to the Welfare and Inclusion committee via the Inclusion Leader's report on a termly basis.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we at St. Dunstan's school have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- Restorative Approaches
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- RSHE
- Specific curriculum input on areas of concern such as online safety and cyber bullying
- Pupil Voice
- Parent groups/extended schools
- Peer mentoring schemes
- Chaplaincy group
- Playground Buddying
- Parent information
- Staff training and development for all staff
- ELSA

Links with other policies

Behaviour Policy

Safeguarding & Child Protection Policy

Online and E- Safety Policy

Equality Policy

RSHE Policy

Responding to Parental Complaints and Concerns Policy

NATIONAL WEBSITES

www.kidsmcape.org.uk

www.childline.org.uk

Childline offers a free 24 hour helpline for children in distress or danger on 0800 1111

www.cyberbullying.org

plenty of useful advice on combating cyber bullying, including how to take screenshots of online bullying for evidence

www.thinkuknow.co.uk

provides information for children and young people, parents, teachers and trainers on staying safe online

www.nspcc.org.uk

The NSPCC site includes information on bullying as part of the Full Stop campaign.