



HRB Anti Bullying

This policy outlines what Holy Rosary Catholic Voluntary Academy will do to prevent and tackle bullying. The aim is to involve the whole school community, developing an anti-bullying culture whereby no bullying, including between children, adults or adults and children will be tolerated. It will be one way to enable our focus on 'building loving hearts and strong minds' in every member of our community to be realised.

Head Teacher: Marie Dyche

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Anti-Bullying

What is bullying behaviour?

Bullying is behaviour by a person or group, repeated over time, that intentionally hurts another person or group either physically or emotionally.

We understand that there will be occasions when friends fall out and when children will feel upset and that these are isolated incidents which are a normal part of social interaction. We will help children to distinguish between these isolated incidents and what could be defined as bullying. We will do this by applying the **STOP** test. Bullying is **Several Times On Purpose**.

We asked our pupils to describe what they consider to be bullying. The examples they gave of bullying behaviour, which can take place online and face to face, **Several Times On Purpose**, are:

- name calling and teasing
- cyber bullying, including receiving abusive text messages or emails
- physical abuse, e.g. hitting, pushing, pinching or kicking
- having personal possessions taken or damaged
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being singled out in any way due to their religion, gender, sexuality, disability, appearance, racial or ethnic origin, or any difference.

How do I report bullying if I am a child at Holy Rosary?

Children know to speak to an adult about their concerns and that they should do this as soon as possible. There are posters in every classroom reminding children to speak out and who to speak to. All staff at the school know to listen, record and report incidents.

How do I report bullying if I am a parent?

If you are concerned that your child is being bullied by another child, please contact your child's teacher in the first instance through their home school communication diary.

If you are concerned that your child is being bullied by an adult at the school, please contact Mrs Dyche, Acting Deputy Head teacher, who with the support of Mrs Wells, Family & Inclusion Worker, will carry out an investigation and report back to you within that same week. Parents/carers who wish to discuss an issue regarding bullying may have a translator (provided by the school) present if there are language barriers.

How are incidents recorded and monitored?

All incidents witnessed by staff or reported by children are recorded using an online form. Leaders review these forms at weekly Priority Pupil meetings. Incidents are reported each term to governors and the SRS CMAT.

Mrs Dyche monitors and reviews the incidents on a weekly basis with the class teacher to identify patterns of behaviour over time, triggers for bullying behaviour and to assess whether the behaviour incidents constitute bullying.

Pupils who have been bullied will be supported by school staff who will:

- offer an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- advise them to keep a record of the bullying in an 'Activity Log' as evidence and discuss how to respond to concerns and build resilience as appropriate
- reassure the pupil and provide continuous monitoring and support

- work with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by school staff who will:

- discuss what happened and establish the concern and the need to change
- inform parents/carers to help change the attitude and behaviour of the child
- provide appropriate education and support
- provide peer support from anti-bullying 'buddies'
- if online, requesting content to be removed and report account/content to the service provider
- sanction in line with school behaviour/discipline policy.

Who is responsible for Anti-Bullying at the school?

Anti-Bullying is a safeguarding and health and safety issue and as such is everyone's responsibility. However, we have allocated the following with specific responsibilities.

- All staff will listen to children and record incidents in the appropriate book.
- Class teachers will review and respond immediately to incidents where a child protection or safeguarding issue has been reported in line with our Safeguarding and Child Protection Policy.
- Mrs Dyche will provide a report to the governing body on a termly basis, and will arrange for questions regarding bullying to be included in regular pupil surveys.
- A governor with responsibility for anti-bullying will review bullying reports, records and responses on a half termly basis.

To prevent, identify and respond to bullying, the school community will:

- adopt a whole school approach to anti-bullying involving parents, pupils, staff, governors and external professionals
- use a variety of methods through the school vision, 'STOP', buddy system and class assemblies, PSHCE curriculum, Anti-Bullying and E-Safety weeks, School Council, Thinking Boxes and the use of "safe spaces", Buddy Benches and celebrate success and achievements to promote and build a positive school ethos.
- develop pupils' social and emotional skills, including their resilience.
- train and develop the awareness of all staff, working with and promoting outside agencies.
- publish on our website a clear and easily understood policy on anti-bullying with links to guidance and resources
- encourage parents and carers to work with school and talk to their children about bullying, difference and equality and to share any issues and concerns about bullying
- have clear procedures in place for reporting, monitoring and responding to incidents
- carry out an audit of our anti-bullying procedures against a best practice checklist
- ensure that this policy is implemented across the school.

Involvement of pupils - we will:

- train and raise the profile of our Anti-Bullying Ambassadors in order to STOP bullying
- regularly canvas children and young people's views, ensuring that all pupils know how to express worries and anxieties about bullying
- oversee a peer-led play leader team, wherein children are trained to act as friendship buddies at playtimes and lunchtimes
- make a child-friendly anti-bullying policy available to all children in leaflet form and on the school website.

- involve pupils in anti-bullying campaigns in school and embedded messages in the wider school curriculum.
- ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

Want to know more?

More information can be found here: www.anti-bullyingalliance.org.uk – www.gov.uk/bullying-at-school