



SS John Fisher & Thomas More Catholic Primary School

A Voluntary Academy

"Journeying together with Jesus Christ, we learn to love and love to learn."



Anti-Bullying Policy

Principles

Our Mission Statement says that our principles for good behaviour, including the prevention and management of bullying, are based on the aims of our school. In particular we "value the uniqueness of every person in our Catholic Christian Community, realising that each individual is created in God's likeness." With this in mind we will not tolerate bullying of any kind by adult or children. We believe that:

- Our Christian faith teaches us that each person is made in the image of God and therefore bullying is unacceptable.
- Pupils develop best in a secure environment, free from intimidation.
- Pupils who bully should be identified and challenged to make best use of their God-given talents.
- Working closely with the families of the victim and perpetrator will help both parties.

Objectives

We will achieve our aims by setting out clear guidelines for:

- Support and guidance for the victims and the perpetrators of bullying
- Procedures for dealing with bullying
- All members of the school community to be alert for signs of bullying and to act promptly
- Recording responses to bullying
- Defining and understanding the concepts of bullying
- Publishing a school definition of bullying (see below)
- Ensuring within the wider school curriculum, we organise through reflection on and education about bullying and effective inter-personal relations
- An understanding of the nature and offensiveness of racist, sexist and homophobic bullying as integral elements within our approach to dealing with bullying

School Definition of Bullying

There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms, but four main types are:

- Physical - hitting, kicking, taking belongings
- Verbal - name-calling, insulting, racist remarks
- Indirect - spreading nasty stories about someone, excluding someone from social groups
- Cyber Bullying - verbal or indirect bullying using technological communication, eg internet, mobile phones, social networking

Rights of Pupils

All pupils have the right to:

- Live in a safe, well ordered community.
- Be valued regardless of race, religion, culture, gender, sexual orientation or disability.
- Get on with their work.
- Say 'no' to anything they think is wrong.
- Expect support from any member of staff.
- Know that they can speak in confidence if they feel threatened or see someone else victimised.

Responsibilities of Pupils

- Will not put up with any form of bullying
- Will not be afraid to report bullying
- Will help to stop others who are bullying

Rights of Adults in School

All adults have the right to:

- Work in peace and safety, in a safe, well ordered community.
- Be valued as an individual.
- Get on with their work.
- Not to be bullied.

Responsibilities of Adults in School

The school promises:

- Every incident of reported bullying will be fully investigated in a fair manner, and all such incidents will be logged in the appropriate way (eg using our online management system, CPOMS or the behaviour incident book which is found in the main office.)
- People who help to stop bullying by telling a member of staff will be given full support.
- Victims of bullying will be given full support.
- Bullies will be given every opportunity to discuss their actions in an atmosphere of openness and concern.
- That all members of staff will take all forms of bullying seriously, and will intervene to prevent incidents from taking place.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that **ALL** staff are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the *Governing Body* about the effectiveness of the anti-bullying policy at every *Governors Meeting*. The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in school. Sanctions will be administered to all bullies as outlined in *SS John Fisher and Thomas More's Behaviour & Discipline Policy*. The Headteacher will provide appropriate time to meet any parent or carer to discuss all allegations of bullying as outlined in the procedures in the school prospectus.

Rights of Parents

Parents have the right to:

- Expect that all reported incidents of bullying will be dealt with efficiently and in a caring manner.
- Be welcomed into school to discuss problems of bullying and the school's response to it.

Responsibilities of Parents

The school hopes that parents:

- Will work with their children to create an attitude of tolerance and respect for others.
- Will be attentive towards potential problems and inform the school as soon as possible.
- Accept responsibility for incidents that start and develop outside of school.
- Will work with the school to help defuse all problems of bullying.
- Will want to be part of a positive, caring partnership with the school.

As we state in 'The Aims of the School' we aim to create a happy and caring environment where children can feel safe, secure and be monitored to work hard to achieve their full potential. Our children are encouraged to set high standards for themselves both in work and play and in their developing relationships with staff and each other. Mutual respect and support are vital in creating a growing and active community which truly reflects our *Catholic ethos*. It is through this *Catholic atmosphere* that we will encourage the overall development of each child and pray that they will all learn through examples set, to respect and trust every other person with love, kindness and dignity.

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