



Whitefriars
Avenue Road
Farnborough
Hampshire
GU14 7BW
01252 542511
www.st-patricks.hants.sch.uk

Anti-Bullying Policy

Policy Reference:	AB1
Responsibility:	Curriculum and Standards Committee
Reviewed by:	Mrs Anne Mulholland
This Review:	May 2019
Next Review Due:	May 2022
Cycle:	Three Yearly
Ratified by Full Governing Body on:	20 th May 2019
Signed:	
Gerard Owens	Chair of Governors

***With Christ as our guide and example we celebrate the uniqueness of the individual.
Together we will try to:
Learn from Jesus;
Love like Jesus;
Live like Jesus.***

This policy supports the distinctive nature of Saint Patrick's School, which is based upon Gospel values and the commitment to the belief that each child and adult is unique and has the right to feel valued, safe and happy in their environment.

This underpins the ethos of the school in the belief of the full development of the child physically, mentally and spiritually and that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to create a culture of caring which will not tolerate bullying. This policy provides clear aims for combating bullying in the school, responding to bullying behaviours and protecting and supporting all parties involved.

Definition

Bullying behaviours are about an imbalance of power where there is a deliberate intent to cause harm or distress. These behaviours can be verbal, social, psychological or physical. They impact on the lives of the person/people being bullied, those doing the bullying and those looking on. Bullying incidents can be isolated or repeated. In November 1999 it became a legal requirement for all schools to develop an Anti Bullying Policy.

Aims

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Objectives

Prevention of bullying will involve the following:

- Moral education in the context of gospel values, where the value of the individual is affirmed and the importance of the qualities of compassion, kindness, reconciliation, tolerance, respect and justice are demonstrated and encouraged.
- A clear understanding and teaching of the UN Convention, the 'rights for every child'. Children are taught to follow the Rights, Respect & Responsibility programme and made aware of their rights as a child and how bullying infringes this.
- Staff and students as role models, particularly those in leadership positions e.g. House Captains, School Council, and Healthy schools committee.
- Robust personal development. Children will be taught the skills to help them to be resilient, self-confident young people.

The Role of All Staff and Governors

This policy statement makes it very clear that all staff believe that bullying is unacceptable and are aware of the importance of following correct procedures when dealing with all incidents that occur.

All staff will support the Executive Head and Head of School in all attempts to eliminate bullying from our school and are responsible for creating a school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

It is the responsibility of the SLT to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The SLT reports to the governing body about the effectiveness of the anti-bullying policy on request.

All staff and governors will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. If bullying behaviour is identified as a child protection issue a referral must be made to Social Services.

The SLT will ensure that the children, staff and parents receive updated information on the safety and the dangers of cyber bullying at regular, appropriate intervals.

The school will monitor incidents of bullying of all kinds and keep accurate records in an anti-bullying using the CPOMs online monitoring system. All staff have CPOMs access in order that records are appropriately maintained. The school will report all aspects and incidents of bullying.

All staff believe in pupil voice and will treat any reports of bullying from children with sensitivity and understanding. Staff will create an environment where children feel comfortable to report concerns.

If any member of the school staff witnesses an act of bullying, they will intervene and do all they can to support the child who is being bullied. If bullying is persistent after consultation with the SLT, the child's parents will be informed.

Teachers will monitor use of the DB Primary Learning Platform and intervene immediately if inappropriate comments are reported or detected.

If a child is repeatedly involved in bullying other children, staff will inform the SLT and SENCO. The parents of the child will be invited into school to discuss the situation. If matters cannot be resolved within school and if initial discussions have proven ineffective, the Executive Head and Head of School may contact external support agencies such as the social services, Hampshire Education Behaviour Intervention Service or Child & Adolescent Mental Health Services.

The Role of the Children

The school council will highlight the issue of bullying through the integration of the Rights Respecting programme. They will feed this into classes where children will embed this into their everyday activity.

All children will appreciate and recognise the value and uniqueness of each individual.

Children are expected to report to a member of staff incidents or aspects of behaviour that they believe may constitute bullying.

In a case of cyber bullying children are expected to report any incidents or aspects of behaviour which may constitute bullying to a member of staff as soon as possible or to their parent.

Monitoring and Evaluation

- All behaviour is monitored on a day-to-day basis by the SLT, who will report to governors about the effectiveness of the policy periodically.

- The governing body will review the anti-bullying policy and review its effectiveness annually through committee reports, governor visits to school and Headteacher reports.
- Regular pupil consultation with the school council to establish the pupil perception of the policy and strategies used.
- Regular parental consultation to establish parental perception of the policy and strategies used.
- Information will be gathered to measure change and inform future developments.
- The Head of School is responsible for co-ordinating the monitoring and evaluation.

Links to Other Policies

This policy relates to the following policies and documents; Safeguarding and Child Protection, Single Equality Scheme, Confidentially Policy, School Development Plan, PSHE Policy, Health and Wellbeing Policy, Behaviour Policy, e safety guidance.