



St Adrian's Catholic Primary School
Preventing and Responding to Bullying Policy
'To learn, to love, to live as a community of God with Christ as our teacher'



"I have come so that you may have life to the full....."

St Adrian's School recognizes and affirms the right of every child to learn in a safe and secure environment and is committed to the continual review and development of policy and strategies for preventing and responding to incidents of bullying. It is acknowledged that bullying can seriously impact on an individual's educational progress and achievement.

What do we mean by 'bullying'?

Bullying is a word much used and often incorrectly. We have outlined our definition of bullying as:

"...deliberately hurtful and intentional behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves".

It can take many forms, but the three main types are physical (hitting, kicking, punching), verbal (name calling, racist remarks) or indirect (spreading rumours, excluding a child from social groups).

A one-off incident of verbal or physical attack, and behaviour which is hurtful and upsetting is taken seriously and dealt with by the school according to the principles outlined in the Positive Behaviour Policy rather than the Anti-bullying Policy.

Aims of Anti-Bullying Policy:

- To ensure that all pupils and staff know what is meant by bullying
- To encourage children to tell an adult if they or others are being bullied
- To ensure a safe and secure environment where all can learn without anxiety
- To produce a consistent school response to any bullying incidents that may occur
- To communicate to all those connected with the school an awareness of our opposition to bullying and to clarify each person's responsibilities to address bullying issues in our school

The Role of Governors:

The governing body supports the headteacher to ensure that any incidents of bullying that do occur in our school are taken very seriously and dealt with appropriately.

The governing body has a responsibility to monitor any incidents of bullying that occur, and review the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying. Reports are made to the governors routinely to enable them to evaluate the effectiveness of the school anti-bullying statement.

The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. The governing body would then notify the headteacher and ask her to conduct an investigation into the case and to report back to the Admissions & Discipline Committee. If appropriate, member/s of the Admissions & Discipline Committee will support the headteacher in meeting with parents to discuss bullying incidents.



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The Role of the Headteacher:

It is the responsibility of the headteacher to implement the school anti-bullying statement 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 headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The headteacher draws the attention of children to this fact at specific times during the school year, eg: if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and how it is dealt with; anti-bullying week is highlighted every year and relevant activities arranged in school.

The headteacher sets the school climate of mutual respect, support and praise for success, so making bullying less likely. We believe that our children feel they are important and belong to a friendly and welcoming school, and therefore incidents of bullying are less likely to be part of their behaviour.

The Role of the Teacher:

The teachers in St Adrian's School take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers become aware of an act of bullying, they do all they can to support the child who is being bullied and to deal with the child/ren instigating the bullying. The teacher also discusses the matter with the headteacher. If not already aware then parents would also be informed.

If a teacher becomes aware of any bullying taking place between members of a class, s/he deals with the issue immediately. This involves support for the child being bullied and sanctions for the child who has carried out the bullying. The teacher will spend time talking to the child who has bullied explaining why the action was wrong and endeavour to help the child change their behaviour in future. If a child is continually involved in bullying other children, the headteacher and the special needs co-ordinator will be further involved in the discussions. The child's parents will also be invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the LA behaviour support team.

Teachers have opportunities to attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management. They attempt to support all children in their class and to establish a climate of trust and respect for all.



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The Role of Parents:

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Equally any parent of a child found to be bullying another has a responsibility to support the school's actions in dealing with the child; to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Review:

This policy is monitored on an on-going basis by the headteacher, who reports to governors about the effectiveness of the policy routinely.

This anti-bullying policy is the governors' responsibility and should be reviewed as part of the Positive Behaviour Policy. This may be done by discussion with the headteacher.

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