St Vincent's Catholic Primary School

We grow, learn and achieve by following Christ

The mission of St Vincent's Catholic Primary School is '*We grow, learn and achieve by following Christ.'*

We aim to do this by:

- Fostering a life of faith through experience of a wide variety of prayer and liturgy.
- Developing Catholic practice.
- Encouraging social and moral values which enable the children to respect themselves and others.
- Continuing to develop a partnership with parents, parish and the wider community.
- Providing a stimulating learning environment.
- Showing a generosity of spirit in relationships.
- Reviewing and evaluating our methods and practices.

We are a sign of God's presence to each person we meet and we aim to create an environment where each person, regardless of race, religion, colour, sex, age, language, ability, job, background or family circumstance, feels valued and encouraged to develop a sense of worth, dignity, security and belonging. Parents send their children to school each day with the expectation that school provides a secure and safe learning environment in which their children can flourish. St. Vincent's, therefore, has to ensure that this expectation becomes reality. In order to do this there are a wide range of policies and procedures in place:

Name of Policy: Anti – Bullying (including online bullying)

Ratified by:	The Governing Body – St Vincent's Catholic Primary School
Named Governor:	Marcella Phelan
Date:	Autumn 2026
Signature:	
Effective Date:	Autumn 2026
Review Date:	**Autumn** 2027
Circulation:	Governors/all staff/volunteers automatically Parents /School Website
Status:	Current

1 Introduction

This policy has been drawn up with regard to the DfE publication '***Preventing and Tackling Bullying'*** (*October 2014)* and ***'Cyberbullying – advice for headteachers and school staff*** '(*November 2014)*

The School will also work closely with parents and other agencies to act in the best interests of the children in its care.

St Vincent's aims to create an atmosphere in which every pupil has a sense of involvement and in which he/she can develop as a young person of integrity, social conscience and courage.

We live our mission and recognise and celebrate positive behaviour. However unacceptable behaviour is never ignored.

At St Vincent's everybody has certain **rights**:

- to be valued
- to feel safe
- to learn
- to be respected

and certain **responsibilities**:

- to respect yourself
- to respect others
- to use common sense
- to be supportive towards others

Any behaviour which affects the physical or emotional health and well-being of each child will not be tolerated at St Vincent's School under any circumstances. It is your right and your responsibility to take a stand on bullying, whether the victim is yourself or somebody else.

All children in our school will be informed about bullying through assemblies, workshops, ICT programmes of study and PSHRE and made aware of the effect it has on others. They will be made aware that we are a **'TELLING SCHOOL'** and that they must tell an adult if they or someone else is being bullied and that this is not telling tales.

There are many definitions of bullying, but most have these aspects 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.
- It can be motivated by prejudice against particular groups, for example, on the grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer.
- Bullying results in pain and distress being caused to the victim and could lead to psychological damage and even result in suicide.
- Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as mobile phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyberbullying include mean text messages or emails, rumours sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

1.1 Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

- Online All areas of internet, such as email, internet chat room and social media misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.
- Can happen 24 hours a day, 7 days a week, and reach a child even when he or she is alone. It can happen any time of the day or night.
- Online bullying messages and images can be posted anonymously and distributed quickly to a very wide audience. It can be difficult and sometimes impossible to trace the source.
- Deleting inappropriate or harassing messages, texts, and pictures is extremely difficult after they have been posted or sent.

1.2 Recording of Incidents

- All incidents are recorded on the school behaviour incident log which allows staff to indicate the type of incident. Bullying is one of these categories. Incidents of bullying will be recorded on 'My Concern'.
- Bullying is regarded as a serious misbehaviour and as a result will be dealt with by a member of the Senior Leadership Team.
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1.3 Who Can You Turn to if You are Bullied?

- Your Parents
- Your friends
- Your ClassTeacher
- The Deputy Head or Headteacher
- Any teacher with whom you feel you have a relationship of trust
- Any other adult who works at the School e.g. a School Secretary
- A helpline or website (discussed as part of the PSHRE programme of study)
- Using the worry monsters in classrooms.

1.4 What Can You Do If You Feel You are being Bullied?

1. Tell the bully to stop. Make it clear that the behaviour is unwelcome and hurtful.
2. Seek help. Talk to somebody whom you trust.
3. Report it. **St Vincent's does not tolerate bullying.** Trust the School to deal with any incident appropriately.
4. Send an e-mail to safe@st-vincents.ealing.sch.uk. Again your problem will be passed on to the appropriate teacher.
   (See Appendix A for Poster)

1.5 What Should The Pupils Tell An Adult?

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

1.6 What Should You do if You Know that Someone is Being Bullied?

1. **TELL!** Care enough to take action, whether you are personally involved or not.
2. Intervene at an early stage so that the problem is dealt with before it gets out of hand.
3. Have the courage to report it.

1.7 What Can You Do to Prevent Bullying?

1. Respect yourself and others.
2. Try to create a relaxed atmosphere in School for everybody.
3. Do not follow friends when you disagree with what they are doing.
4. Learn to be tolerant and broad-minded and to rejoice in individual differences.
5. Be aware of the School's anti-bullying policy and give it your full support.
6. Sometimes bullies exclude people. If you are popular and have a positive peer-group, include the victim in your activities.
7. Listen to and ask for advice in PSHRE lessons or at any time.

8. Discuss how someone could address bullying as part of the Coaching sessions.

1.8 What Assurances can the School Provide on Bullying?

- We expect a high standard of behaviour at all times.
- We aim to provide a safe and caring environment for everybody.
- We have a policy for detecting, preventing and dealing with bullying.
- We cover bullying issues in our PSHCE and Computing lessons, assemblies, workshops, school council meetings etc.
- We have a pastoral care system that provides genuine support to pupils.
- We ensure pupils are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
- A rigorous ICT Acceptable Use Agreement signed by pupils from Year 3 upwards.
- We have a school counsellor on site.
- We can refer to Ealing Social Care for advice.

1.9 What Assurances can the Teachers Provide on Bullying?

- If you have been bullied you are not to blame.
- Nobody deserves to be bullied.
- Everyone is entitled to enjoy School.
- Staying silent solves nothing.
- We are here to help.

1.10 How can Parents Help?

1. Show a real interest in your child's social life and in School events.
2. Encourage your child to have friends round, to join clubs and to be tolerant and broad-minded towards others.
3. Build up your child's self-esteem by emphasising positive features and accepting individual characteristics.
4. Be vigilant when your child is online. Avoid the tendency to trivialize what they are experiencing. It may not seem like a big deal to an adult that the most popular kids in school made fun of your child's hair or clothes, but it can be a serious blow to the self-esteem of a child or teen.
5. Discuss the School's anti-bullying policy with your child and suggest positive strategies if his/her rights are abused.
6. Do not tell your child that bullying is part of growing up or imply that it is in any way acceptable.
7. Encourage your child to take action on bullying, but do not tell him/her to retaliate either physically or with name-calling.
8. Make sure children are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
9. Show an example by being firm but positive and not aggressive in your approach to discipline.
10 Confront the possibility that your child may be a bully.
11. If your child is being bullied, please report it – then the School will take action.

1.11 What are the Signs to Look Out for?

- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- regularly feels ill in the morning
- shows a deterioration in school performance
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

1.12 Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in the local area

Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or Ealing Local Authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

2 What Disciplinary Structures Exist to Deal with Bullying?

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to the local authority of the individual's children's social care. Even where safeguarding is not considered to be an issue, the school may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. The school will also consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support.

2.1 **Warning**

If a pupil is beginning to behave in a manner which could develop into or be interpreted as bullying wherever possible a warning will be given and the incident recorded. We use 'restorative justice' as much as possible to resolve any issues which arise. In this way it is hoped that many potentially serious situations will never materialise. However the warning stage is at the discretion of the School and a pupil involved in a serious instance of bullying will bypass this stage and be placed directly on Stage 1. The Headteacher /Designated Safeguarding Lead will be informed.

2.2 **Stage 1**

Where, after due investigation the School is satisfied that bullying occurred, it will be explained to the bully why her/his behaviour is unacceptable, and positive strategies (including restorative justice) will be pursued to raise his/her self-esteem as well as to protect the victim.

Parents will be informed and encouraged to discuss the situation with the Headteacher (Designated Safeguarding Lead)/Deputy Head. At this point, an action plan will be set up At this stage, a referral to social care may be necessary

It is possible that after a considerable period of time during which the pupils has not only totally desisted from bullying but also given evidence of positive support of and participation in the anti–bullying policy, that pupil will be removed from Stage 1. However, this is entirely at the discretion of the School and a pupil involved in a further instance of bullying will be placed directly on Stage 2.

2.3 **Stage 2**

If the bullying continues, arrangements will be made to minimise contact between bully and the victim.

Parents will be called into School to discuss the situation and action plan reviewed. A referral to social care may be necessary

The bully will sign a statement promising that the bullying will not be repeated. It will not be possible to be removed from Stage 2 or any subsequent stage.

It is envisaged that in most cases these two stages will be sufficient.

2.4 **Stage 3**

Where no improvement in the bullying takes place, the bully will be excluded from School for fixed period (up to 45 days in a school year). In exceptional cases, usually where further evidence has come to light, a

fixed period exclusion may be extended or converted to a permanent exclusion A referral to social care or another agency will be necessary

2.5 **Stage 4**

As a last resort, and when advice has been taken from Ealing Social Care and in respect of DfE guidance on Exclusions, it is clear that the bully consistently endangers the welfare of fellow members of the School community; s/he will be permanently excluded from St Vincent's. *(Please see the Safeguarding/ Child Protection Policy for procedure for dealing with the deletion of a pupil from the school register)*

3 Key Stage 1

It is our aim to provide an environment of co-operation, respect for self and others and the total rejection of any form of aggression. To achieve this:

- many opportunities are provided for the children to work and play co-operatively;
- effective use of resources, grouping and learning areas develop social relationships and positive attitudes;
- all staff in KS1 provide a role model of how to build a relationship based on mutual respect and value;
- a clear distinction is made between acceptable and non-acceptable behaviour and 'rules' are applied fairly and consistently;
- children need to develop an awareness of the 'rules' as not understanding them leads to negative responses because the children cannot identify why they are being reprimanded.
- Appropriate positive behaviour in KS1 is promoted with dojos, house points and praise.
- Children will not be allowed to play mock fighting games.

If an issue arises in the KS1 classes, this will be dealt with by the Class Teacher and the Phase Leader, in the first instance. If there is a serious or persistent problem a member of the Senior Leadership team will intervene.

Key Stage 2

Similar strategies will be used in order to foster a culture of respect and compassion with the pupils in Key Stage 2.
If an issue arises in the KS2 classes, this will be dealt with by the Class Teacher and the Phase Leader in the first instance. If there is a serious or persistent problem a member of the Senior Leadership team will intervene.

4 How can the school help a child who has been bullied?

Staff will support all pupils who are bullied. This means being alert to the effect any form of bullying can have and being especially alert to where it may have a severe impact.

The nature and level of support will depend on the individual circumstances and the level of need. These can include:

- a quiet word from a teacher that knows the pupil well., especially if they feel under pressure
- **t**o find them a buddy
- engaging with parents to make a referral to local authority children's services, completing an EHAP (Early Help and Assessment Plan) or referring to Child and Adolescent Mental Health Services (CAMHS).
- **t**o arrange a phased return to school
- **t**o find them things to do at break and lunchtime so they are not alone
- sharing with the school Counsellor during a one to one session.
- to have time with our ELSA mentor to discuss strategies that can be implemented within the classroom setting.

The school will do all it can to ensure bullied children continue to attend school. In addition to the examples of support listed above, this could include using separate on-site provision that provides respite for bullied pupils, whilst maintaining their educational progression. It is important that this support goes hand-in-hand with measures to tackle the bullying so that bullied children feel safe at school, and on their way to and from

school.

5 Raising Awareness

The School will raise governor, leadership and staff awareness through appropriate training so that the principles of school policy are understood, legal responsibilities known, action is defined to resolve and prevent problems, and sources of support are available.

Where appropriate, the School will invest in specialised skills to understand the needs of their pupils, including those with special educational needs or disabilities, and lesbian, gay, bisexual and transgender pupils.

Using educational elements such as PSHRE (personal, social, health and relationships/education), assemblies, projects, drama, stories and literature, there will be opportunities for the discussion of differences between people and the importance of avoiding prejudice-based language.

There are a number of charities listed below that give support to schools on bullying and managing difficult behaviour. (These charities are linked to some of the successful strategies mentioned.)

Kidscape
Provides advice for parents, guardians or concerned relatives and friends of bullied children.
2 Grosvenor Gardens, London, SW1W 0DH
Telephone: 0207 730 3300 Fax: 0207 730 7081 Helpline: 08451 205 204
Email: www.kidscape.org.uk

Get Connected
Confidential Help for young people
Telephone: 0207 009 2500
PO Box 51719, London NW1 5UH
Email: admin@getconnected.org.uk

Samaritans
A free confidential helpline for young people that will help them get in touch with the right people to help them.
Telephone: 08457 90 90 90
Freepost RSRB-KKBY-CYJK, Chris, PO Box 90 90, Stirling, FK8 2SA
Email: jo@samaritans.og

National Bullying Helpline
Telephone:0845 22 55 787
http://nationalbullyinghelpline.co.uk/kids.htm

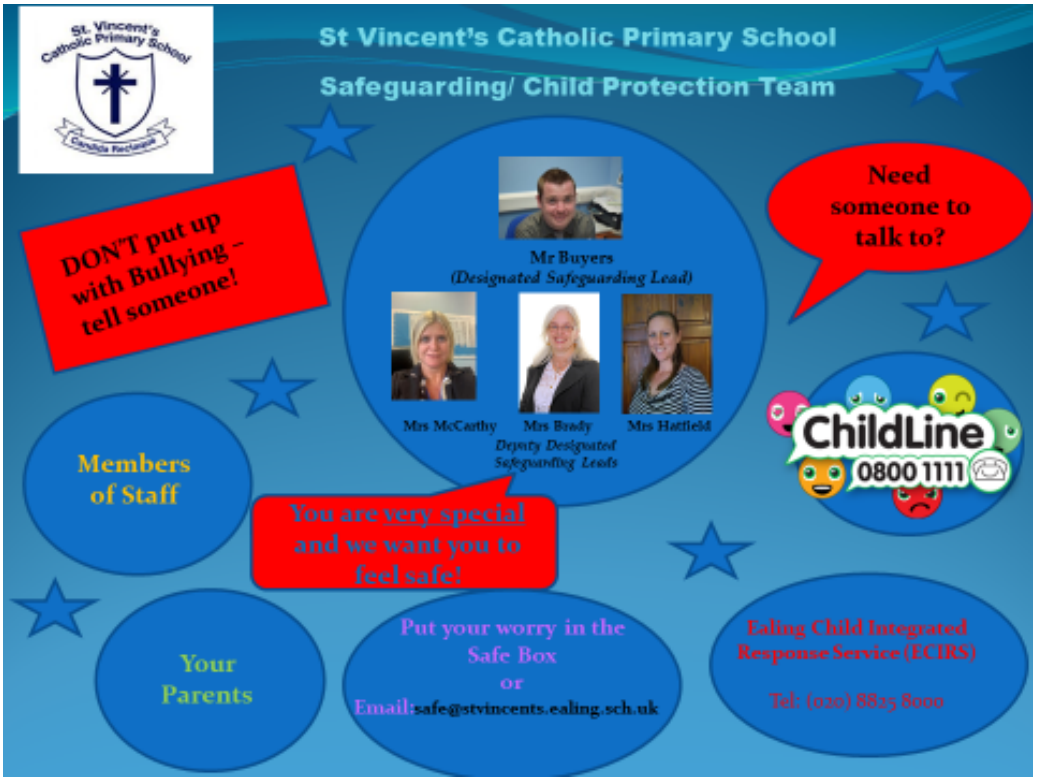
Childline
National Children's Bureau
ChildLine is a confidential service for children and young people
Calls are free and confidential: 0800 1111
Email: www.childline.org.uk

NSPCC provides advice and support for adults and professionals worried about a child
Help for Children and young people – Childline: 0800 1111
Help for adults concerned about a child: 0808 800 5000
Email: www.nspcc.org.uk

6 Review

The Headteacher and all the staff of our school community view bullying as a very serious matter. We will keep this policy under regular review.
Records will be kept to evaluate the effectiveness of the approach adopted to combat bullying or to enable patterns to be identified.

Appendix A


St Vincent's Catholic Primary School
Safeguarding/ Child Protection Team
DON'T put up with Bullying – tell someone!
Mr Buyers
(Designated Safeguarding Lead)
Mrs McCarthy
Mrs Brady
Mrs Hatfield
Deputy Designated Safeguarding Leads
Need someone to talk to?
ChildLine
0800 1111
Members of Staff
You are very special and we want you to feel safe!
Your Parents
Put your worry in the Safe Box
or
Email:safe@stvincents.ealing.sch.uk
Ealing Child Integrated Response Service (ECIRS)
Tel: (020) 8825 8000