





Anti-Bullying Policy

Policy Review

This policy was adopted and agreed by the Governing Body on 22nd June 2023 and will be reviewed in full by the Governing Body every year.

It is due for review in the Summer 2024.

Signature  Interim Executive Headteacher Date: 22nd June 2023

Signature  Chair of Governors Date: 22nd June 2023

Revision Record

Revision No.	Date Issued	Prepared By	Approved	Comments
1	22.6.23	SF&LB	FGB	Internally raised school policy
2				
3				

All the governors and staff of Holy Cross Catholic Primary School are committed to sharing a common objective to help keep the children and staff of the school community safe. We ensure that consistent effective safeguarding procedures are in place in order to support families, children and staff of the school.

School statement on bullying

Holy Cross Catholic Primary School is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote the values of being caring and respectful, and we work to ensure that we are an inclusive whole school community. We also want to enable our pupils to become responsible citizens, and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school, and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

1. Definition of bullying

Bullying is defined as: 'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.' (The Anti-Bullying Alliance in Preventing and Tackling Bullying, Kidscape).

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)

- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or another personal situation**
- **Related to any other vulnerable group of people**

Examples of bullying and inappropriate use of language:

Form of abuse	Example language
Racist	<ul style="list-style-type: none"> • Making unkind comments about someone's skin, hair, accent or any other characteristic relating to their ethnicity • Phrases like 'go back to your own country'
Sexist/Gender-based	<ul style="list-style-type: none"> • Catch-all phrases like 'all boys are stupid' or 'all girls are stupid'. • Saying girls/boys are better or worse than each other at specific things, reinforcing stereotypes. • Excluding girls/boys from specific games or activities in the playground.
Homophobic	<ul style="list-style-type: none"> • The most common form of homophobic language is 'that's so gay' and 'you're so gay'. 99 per cent of lesbian, gay and bisexual young people report hearing the casual use of these phrases in school and we need to stop this casual use. • These comments are sometimes directed towards people who are, or are perceived to be, lesbian or gay. However, they are most often used to mean that something is bad or 'rubbish', with no conscious link to sexual orientation at all, for example 'those trainers are so gay' (to mean uncool) or 'stop being so gay' (to mean stop being so annoying). Sometimes teachers don't feel they have to challenge this use of 'gay', but not doing so can have a damaging effect on pupils, leading them to think being lesbian or gay is something negative.
Biphobic	<ul style="list-style-type: none"> • Making fun of bisexual people for being 'greedy' or because they are attracted to people of the same gender and to people of a different gender • Accusing someone of going through a 'phase', questioning why they 'can't make their mind up' or saying 'surely you're just straight or gay' • Saying 'why can't you just be normal', either because being bisexual is not perceived to be 'normal' or because it's not 'normal' to have same-sex relationships (link to homophobic language)
Transphobic	<ul style="list-style-type: none"> • Being unkind to someone because they choose to dress in an unconventional way. • Terms of abuse, including 'tranny', 'he-she', referring to a trans person as 'it' or deliberately misnaming or misgendering

	<p>them (using the wrong pronoun when referring to them in conversation)</p> <ul style="list-style-type: none">• Taunting or inappropriate questions or comments about a trans person's gender or gender identity, for example 'are you a girl, or a boy?' or 'you're not a 'real' girl'• Questions or comments about a trans person's body, for example asking them what their body looks like
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Children who are bullied are more likely to:

- have low self-esteem
- develop depression or anxiety
- become socially withdrawn, isolated and lonely
- have lower academic achievement due to avoiding or becoming disengaged with school

All forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental well-being. By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Not all acts of unkindness or physical hurt are bullying. When an incident has been investigated and deemed not to involve bullying, it will be dealt with in accordance with the behaviour policy.

2. Reporting bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as:

- a teacher – their class teacher or any other teacher
- any other trusted adult staff in school – such as lunchtime supervisors, teaching assistants or the school office
- an adult at home

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, office staff) have a duty to report bullying, to be vigilant to the signs of bullying, and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher in person alongside recording the incident on CPOMS.

SENIOR STAFF: The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person or by contacting the office.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on CPOMS and select the relevant category, to enable accurate tracking of incidents.
- Designated school staff will monitor incidents reported and information recorded.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher and parents/carers. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.
- Staff will inform parents/carers of the bully and the target and involve them in any plans of action.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for anyone found using any such language.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- A child-friendly anti-bullying policy displayed across the school ensures all pupils understand and uphold the anti-bullying policy (Appendix 1).
- School assemblies, and participation in initiatives such as 'Anti-Bullying Week' help raise pupils' awareness of bullying and derogatory language,
- The school values of being caring and respectful are embedded by teachers across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- The use of social groups/ social stories to support pupils in identifying friendships issues/ differences before they develop.
- Working with parents and carers to tackle bullying, where appropriate.

8. Training

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the anti-bullying policy. Training may be conducted in person or online, using resources from the anti-bullying alliance website (<https://learning.anti-bullyingalliance.org.uk/>) or through Educare.

9. Links with other policies

This Anti-Bullying policy is linked to our:

- Child Protection and Safeguarding policies
- Behaviour Policy
- Mobile Phone Policy
- Online Safety Policy

Appendix 1

Child Friendly Anti-Bullying Policy

Holy Cross Catholic Primary School is a place where everyone has the right to be themselves. It's a place where everyone can feel safe, be happy and learn. Everyone at our school is equal and acts with respect and kindness towards each other.

What is bullying?

Bullying is when a person is hurtful or unkind to someone else, more than once and on purpose. Bullying can be done by one person or by a group of people and can be towards one person or a group of people.

Several times and on purpose.



- Hitting or saying you are going to hit someone
- Touching someone when they don't want you to
- Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people
- Stealing or damaging someone else's belongings
- Ignoring someone on purpose or leaving them out
- Sending hurtful or unkind texts, emails or online messages to someone or about someone (cyberbullying)



- **Race or ethnicity** (racist bullying)
- **Religion or belief**
- **Family and culture** or where they live
- **Special educational needs or disability**
- What someone **looks like**
- **Sexist** bullying, which is bullying someone because of their gender. *For example, saying they are acting 'like a boy' or 'like a girl' because they like certain things.*
- **Homophobic or biphobic** bullying. This is saying unkind or nasty things because someone is lesbian, gay or bi, or because you think they are, or because they have an LGBT family. It is also calling someone lesbian, gay or bi on purpose to be unkind or nasty to them, *for example 'you're so gay!' or 'those trainers are gay!'*
- **Transphobic** bullying. This is saying unkind things because someone is trans (someone who feels the gender they are given as a baby doesn't match the gender that they feel themselves to be) or because you think they are trans. *For example, 'you're not a real boy' or 'you're weird'.*



If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends, that is bullying. No one should be picked on for being different in anyway, for how they act, what they look like or who their family are.

If you see or hear bullying, you must report it. Staff must log it on CPOMS. All forms of bullying are very serious and will be dealt with immediately.