



HOLY CROSS CATHOLIC PRIMARY SCHOOL

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Learn, Grow, Love, Live

Anti-Bullying Policy 2023-2024

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2022 and "Sexual violence and sexual harassment between children in schools and colleges" guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Version	Date	Description of changes and person/organisation responsible
1.0	January 2023	

People Responsible:	Headteacher Governing Body
Reviewed date:	February 2023
Next review date:	February 2024

Mission Statement

At Holy Cross Catholic Primary School,
we learn about ourselves and about the world.

We grow in faith,
we act with kindness, generosity and love
to ourselves and others.

We live life to the full and have a future full of hope.

1. Policy objectives

This policy outlines what Holy Cross Catholic Primary School will do to prevent and tackle all forms of bullying.

The policy has been adopted with the involvement of the whole school community.

Holy Cross Catholic Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2. Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour Policy;
- Complaints Policy;
- Child Protection Policy;
- Equality Policy;
- Looked After Children Policy;
- Confidentiality Policy;
- Acceptable Use Policies (AUP);
- Curriculum policies, such as: RSHE, values, citizenship and computing;
- E-Safety (including mobile) policy.

3. Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011;
- The Equality Act 2010;
- The Children Act 1989;
- Protection from Harassment Act 1997;
- The Malicious Communications Act 1988;
- Public Order Act 1986.

4. Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

5. Definition of bullying

- Bullying can be defined as '*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*'. DfE 'Preventing and Tackling Bullying.
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Holy Cross Catholic Primary recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Holy Cross Catholic Primary School as being a form of child on child abuse; children can abuse other children.

Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

6. Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- verbal bullying;
- physical bullying;
- emotional bullying;
- sexualised bullying/harassment;
- prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - bullying related to race, religion, faith and belief and for those without faith;
 - bullying related to ethnicity, nationality or culture;
 - bullying related to Special Educational Needs or Disability (SEND);
 - bullying related to sexual orientation (homophobic/biphobic bullying);

- gender based bullying, including transphobic bullying;
- bullying against teenage parents (pregnancy and maternity under the Equality Act).
- bullying via technology, known as online bullying or cyberbullying;
- bullying related to physical appearance;
- bullying of young carers, children in care or otherwise related to home circumstances;
- bullying related to physical/mental health conditions;

Examples include:

Categories	Forms
Verbal bullying	Persistent teasing, name calling, taunts, threats, sarcasm, spreading rumours
Physical bullying	Pushing, pinching, punching, kicking, use of weapon
Emotional bullying	Exclusion (you're not playing with us), sending to Coventry, ridicule, humiliation
Sexual bullying	Unwanted, unwelcome physical contact, such as touching, bumping, grabbing, or patting. Sexually insulting remarks about race, gender, ability, or class.
Racial bullying	Racial, sexual taunts (making fun of customs, dress, music, accent, colour etc) graffiti, gestures,
Homophobic bullying	Use of the word 'gay' as a derogatory term. Taunting pupils by calling them words associated with homosexuality. Homophobic comments should be treated in the same way as racist comments
Cyber bullying	Inappropriate e-mail and/or text messages and use of social networking and messaging platforms such as WhatsApp

Others examples include:

Extortion bullying	Forcing someone to hand over money, sweets, crisps or valuables
Hiding bullying	Coat, books, shoes, PE kit or precious items go missing (from pegs, cloakroom, drawer, bags)
Bullying by gestures	Fists, sticking up two (or one) fingers, grimace, putting two fingers in mouth denoting physical sickness, give someone 'bad looks'
Spoiling things	Scribbling on class work, homework or destroying a game

7. School ethos

Holy Cross Catholic Primary School community recognises that 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 wellbeing.

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.

7.1. School community approach to preventing and dealing with bullying

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- Openly discuss differences between people that could motivate bullying.
- Challenge practice and language (including 'banter') which does not uphold the school values.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and training

The school community will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.

- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.
- Ensure that new members of staff will be introduced to this policy and all related policies. They will receive guidance from a mentor and be directed to resources on bullying.

Involvement of pupils

We will:

- Regularly canvas pupils' views on the extent and nature of bullying, and the responsiveness of staff to their complaints.
- Ensure all pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in school.
- Ensure that the issue of bullying is addressed through the PSHCE curriculum.
- Ensure that new pupils are made to feel secure in the school environment.
- Ensure all pupils sign the children's charter (Appendix 2)

Involvement of parents and carers

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure that staff will listen to parents and investigate the concern. They will report back to parents on the action that they have taken. Parents should be assured that if the behaviour persists, then they should return to the teacher.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure support material is available and up to date (Appendix 1)

8. Responding to bullying concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The headteacher, designated safeguarding lead (DSL) or another appropriate member of leadership staff will interview all parties involved.
- An account of the incident will be recorded in on CPOMS and monitored by the headteacher
- The headteacher and class teachers will be kept informed
- If, over a period of time, there is evidence that children are using bullying behaviour, the parents will then be informed about the concern and action taken.

- Sanctions will be used as appropriate and in consultation with all parties concerned. These will range from missing playtimes to suspension. This will also be recorded on CPOMS
- If necessary, other agencies may be consulted or involved.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully.

9. Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems;
 - Identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

10. Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Participating in 'social group' activities
- Sanctioning, in line with school behaviour/discipline policy. This may include:
 - official warnings;
 - internal exclusions;
 - removal of privileges (including online access when encountering cyberbullying concerns);
 - in extreme or repeated cases, fixed-term or permanent exclusions;
 - where necessary, working with the wider community.

Within the curriculum, the school will raise awareness of the nature of bullying through inclusion in PSHCE, assemblies, school's council discussions, displaying child friendly posters, school repeatedly revisiting the topic of bullying throughout the year in an attempt to enable children to understand the implications of their actions and eradicate such behaviour. Pupil voice will be gathered annually to inform policy and practices.

11. Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

12. Monitoring and review: putting policy into practice

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout Holy Cross Catholic Primary School.

APPENDIX 1: USEFUL LINKS AND SUPPORTING ORGANISATIONS

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

CYBERBULLYING

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0to-25

RACE, RELIGION AND NATIONALITY

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

SEXUAL HARASSMENT AND SEXUAL BULLYING

- NSPCC 'Report Abuse in Education' Helpline: [0800 136 663](tel:0800136663) or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame

APPENDIX 2 - CHILDREN'S CHARTER

Holy Cross Catholic Primary School Council Anti-Bullying Charter

- **We believe that Holy Cross Catholic Primary School should be bully free.**
- **Every child at our school has the right to be safe and happy. They have the right to learn and play free from intimidation and fear, both in the school and outside.**
- **We do not tolerate physical violence, name-calling, exclusion from a group, or other actions that could damage a child's self-esteem.**
- **We respect each other's belongings. Damaging, hiding or stealing another person's property is a form of bullying.**
- **We celebrate our differences and respect each other's strengths and weaknesses. When somebody makes a mistake or is not good at something we help them. We know that we can learn from making mistakes.**
- **We have a responsibility to make good choices about our own behaviour. We work together to make the school a happy place.**
- **Every member of Holy Cross Catholic Primary School has the responsibility to tell someone if they know somebody is being bullied. If we are worried about bullying we can go to any adult who will speak to the Headteacher. Everyone will take complaints seriously.**
- **Teachers deal with possible problems sensitively and may talk to our parents and carers.**
- **We regularly review our anti-bullying policy to try and make improvements. We welcome the help of governors, teachers and other children. We are always open to new ideas from other schools and groups of people.**

(Chair)

Signed on behalf of the School's Council

Head Teacher

Chair of Governors