



**HOLY CROSS R C
PRIMARY SCHOOL**

**ANTI-BULLYING
POLICY**

ANTI-BULLYING POLICY

At Holy Cross we are committed to equality, dignity and the love of learning through following Jesus. We promote a positive self image and provide a happy and secure environment. In line with this, bullying is not tolerated.

Children are encouraged to discuss their concerns with an adult, to share their anxieties and expect fair treatment. They are listened to, the situation is fully investigated and resolved. Always we work towards justice and reconciliation.

DEFINITION OF BULLYING

Bullying is: 'the abuse of power by a person who is in some way stronger, resulting in some distress, harm or neglect of necessary attention for another'.

Eve Brock 1992

It may be physical, sexual, verbal or psychological in nature. It may occur frequently or infrequently, regularly or irregularly, but it should be taken seriously even if it has only occurred on one occasion.

AIMS

To ensure that the children feel happy and secure in our school community which is based on Christian attitudes and ideals.

To instil self reliance and respect in our children and to make them independent.

To ensure that the children understand what constitutes bullying and to make it perfectly clear that bullying is unacceptable in our school.

To provide opportunities for the training of teaching and support staff to identify signs of bullying, and how to deal with both those who are victimised and those who bully.

OPPORTUNITIES TO ADDRESS BULLYING THROUGH THE FORMAL CURRICULUM

ENGLISH

Literature - Poems and stories which address 'bullying'.

Writing - Story writing - rules of the 'happy classroom'.

Speaking and Listening - Discussion and debate using personal experience, items from the media eg television, newspapers etc.

RELIGIOUS STUDIES

Themes/Topics/Assemblies - Tolerance, respecting others, celebrating the difference, equality for all in the eyes of God.

Caring - Feelings - what makes us happy/sad etc.

SCIENCE

Ourselves - My body.

HISTORY

Empathy with historical figures showing strength of character.

ART

Expression of feelings - posters giving a message regarding bullying/anti-bullying

PHYSICAL EDUCATION

Selection during activities - ensuring that the children have partners - that one child is not always picked last for a team.

DRAMA

Collaborative exploration of oppression - feeling isolated etc
Role play involving real and dramatised events
Setting and agreeing a Code of Conduct.

Excluding children from play or ganging up against individual children	Establish facts, speak to the victim and perpetrator separately. The perpetrator to apologise
Making threats Kicking or fighting	Immediate verbal warning The perpetrator to miss one or more playtimes depending on the incident (stand at wall in view of teacher or outside of the office) Apologise to victim
Third Offence	Perpetrator to miss two or more playtimes Apologise to victim Parents to be notified (this can be verbal or written if necessary)

If behaviour continues to give concern and if the severity of the incident warrants then the following actions may be considered:

- ⇒ Contracts
- ⇒ Behaviour Book
- ⇒ Fixed Term Exclusion
- ⇒ Permanent Exclusion

All staff will log incidents of bullying in a book to be kept in the staffroom.

In all disciplinary action, it is essential that the child fully understands that it is the behaviour that is unacceptable and not the child.

The policy will be closely monitored and regularly reviewed

The policy was introduced in Autumn 1995 after the lunchtime supervisors received their training and the Governors approved the policy.

This policy reviewed and revised January 2001

CROSS CURRICULAR

PSHE - Citizenship - Health and Safety.

Wider issues eg pressure from peers, how to handle and respond to this.

Strategies for saying no.

Building up positive self esteem.

Feeling valued.

INFORMAL CURRICULUM

- * Daily reminders about rules and the reasons for them.
- * Celebration and class assemblies reflecting on the positive aspects of caring and being responsible for each other.
- * Posters and displays around our school promoting good behaviour.
- * Weekly review of class behaviour.
- * To create a lively, safe and interesting outdoor area where the children can be employed purposefully while enjoying themselves. To have adequate supervision at break time especially in potential trouble spots eg the bottom corner of the field.
- * Discussion and teaching of playground games.
- * Adults provide a positive role model of respect and trust in their dealings with each other, which the children can imitate.
- * Information sheets to be taken home to highlight our anti-bullying policy.

RESOURCES

See Appendix.

REWARDS AND SANCTIONS

Good behaviour is encouraged and expected at all times. However, in the case of bullying, the following sanctions or removal of privileges may be used.

Type of Behaviour

Action

Name calling, swearing, pushing

Immediate verbal reprimand and warning (eg 'this is not acceptable at Holy Cross')
The perpetrator to apologise to the victim