



## **OUR LADY OF PITY PRIMARY SCHOOL ANTI-BULLYING POLICY REVIEWED JANUARY 2021**

***This policy is used in conjunction with the 'anti bullying' pack.***

***The pack is given to the parents of all children involved in any allegation of bullying.***

*Reviewed by the Curriculum Committee on 22nd January 2020*

## Anti-Bullying Policy

Bullying is defined as:

- Deliberate and repeated acts of unkindness
- Intended to cause hurt or harm
- One or more persons exerting power over others

### Aims and Objectives

Bullying is wrong and damages individual children. We do all we can to prevent it, by developing a school ethos in which bullying cannot thrive.

We aim as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### The Role of Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy makes it very clear that the governing body does not allow bullying to take place in our school, and any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school's policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request, the effectiveness of school's anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

If governors receive a request to investigate a bullying incident it would be dealt with in accordance with the complaints policy.

### The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets an appropriately positive school ethos, so making bullying less likely .

### The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and are proactive in preventing incidents from taking place. They keep their own records of all incidents which happen.

If teachers encounter bullying, they seek support from colleagues and swift action follows.

They spend time talking to the child who has bullied and the victim. Parents are involved immediately. Where external support agencies advice is needed this is sought.

Teachers routinely discuss behaviour (and bullying) which enables them to become equipped to deal with any incidents.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. This creates a culture where bullying cannot thrive.

### 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.

Parents have a responsibility 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

The policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the Head Teacher's investigations, and by discussion with the Head Teacher. Governors analyse information with regard to the **age, disability, gender, race, religion/belief** of all children in bullying incidents, in accordance with the relevant protected characteristics of the 2010 Equality Act.