



**St Bonaventure's Catholic Primary School
Egerton Road,
Bishopston
Bristol,
BS7 8HP**

Anti-bullying Policy

Policy Owner	Headteacher
Governing Body Committee	
Issue Date	
Last Review Date	22/5/19
Next Review Date	Term 5 2019/20

This policy is available at <http://www.st-bonaventures.bristol.sch.uk/>



Vision Statement

At St Bonaventure's we embody our school ethos "*Striving to be the best we can, guided by the light of Christ.*" and support all pupils to respect and show tolerance towards others.

Rationale

It is a basic entitlement of everyone within our school community to have the right to learn and work free from intimidation and fear and to be free from all forms of bullying. It is the responsibility of the school to do everything in its power to ensure a caring and protective atmosphere, free from bullying.

How our School Defines Bullying

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- **An imbalance of power:** Pupils who bully use their power – such as physical strength, access to embarrassing information, or popularity – to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes action such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.

Types of Bullying

Verbal Bullying, is saying or writing mean things. Verbal bullying includes:

- Teasing.
- Name-calling.
- Inappropriate sexual comments.
- Taunting.
- Threatening to cause harm.

Social Bullying, sometimes referred to as relationship bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose.
- Telling other children not to be friends with someone.
- Spreading rumors about someone.
- Embarrassing someone in public.

Physical bullying, involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching.
- Spitting.
- Tripping/pushing.
- Taking or breaking someone's things.
- Making mean or rude hand gestures.



- Unwanted physical contact.

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance.
- Bullying of young carers, children in care or otherwise related home circumstances.
- Bullying related to physical/mental health conditions.
- Physical bullying.
- Emotional bullying.
- Sexual bullying.
- Bullying via technology, known as online or cyberbullying.

Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin including Gypsy ,Roma, Travellers
- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are called 'protected characteristics'.

Discrete bullying, much bullying is performed in subtle ways, which are not clearly evident to teachers; a bully can use a certain look, word or gesture to a victim to signal an intended threat or insult. The practice of 'cussing' (informal cursing) is one such example which causes considerable distress to many pupils, but is not always easily spotted by teachers. Some pupils are adept at changing a bullying situation into an apparently innocuous one when an adult approaches. A pupil who is being bullied may be fearful of saying that anything is awry, even when questioned.

It is important to bear in mind that many behaviours, which in the school context are called bullying, may be defined in law as threatening behaviour, criminal damage, theft, assault, sexual harassment, and disablist, homophobic or racial harassment. It is the right of pupils and parents to report such incidents to the police.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguard Lead, 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 concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Parents to be informed of incident.
- Providing ongoing support, this may include working and speaking with staff, action plan, offering formal counselling, engaging with parents/carers.



- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the children and Young People's Mental Health Service (CAMHS).
- Incidents will be communicated clearly between year groups to ensuring receiving teachers are aware of any ongoing issues.
- Classteacher to continue to monitor pupil's behaviour once a week for 3 weeks and then half termly.

Pupils who have perpetrated bullying will be helped by:

- Teacher to inform Designated Safeguard Lead on day of incident.
- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers within 24 hours, to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- Incidents will be communicated clearly between year groups to ensuring receiving teachers are aware of any ongoing issues.
- Classteacher to continue to monitor pupil's behaviour once a week for 3 weeks and then half termly.

If parents of either party are not satisfied with the result of the school's actions, the school will promptly refer them to the Governing Body.

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 an 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. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
 - Requesting the deletion of locally-held content and content posted online if they contravene school behaviour policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that 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. This may include:
 - Advising those targeted not to retaliate or reply.
 - Providing advice on blocking or removing people from contact lists.
 - Helping those involved to think carefully about what private information they may have in the public domain.

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 concerns and build resilience, as appropriate.
- Where the bullying takes place off site or outside of school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's Behaviour 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 a 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.

CPOMS

CPOMs and the medical log will be audited and reported to the Full Governing Body.

Survey/questionnaires distributed to pupils, parents and whole staff.

Obtaining views of elected student representatives/school council.

SLT will review and audit CPOMs as well as the data gathered from students and parents on an annual basis.

This policy shall be reviewed annually to ensure it aligns with the school's needs.

Training

All staff will undergo anti-bullying training which shall be refreshed on an ongoing basis as required.

Publication

The website will make clear the existence of this policy.

The policy will also be available to parents/carers on request – from the school office – and on the school website's policy page.

This policy should be read in line with the Behaviour Policy, Child Protection and Safeguarding Policy, Safer use of Internet Policy, Equal Opportunities Policy.



Advice to Parents

1. As the parent of a child whom you suspect is being bullied at St Bonaventures School
2. Report bullying incidents to the class teacher.
3. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful links and supporting organisations

- 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
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- 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
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

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.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25



Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- 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

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

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related
- Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying