

St Pius X Catholic Primary School



ANTI-BULLYING POLICY

OUR MISSION

Together in God's loving family,
we believe, we learn, we grow.

Last Revision Date	September 2023
Date of next revision:	September 2026

St. Pius X Catholic Primary School Anti-Bullying Policy

Principles and Values

At St. Pius X School we are committed to providing a caring and safe place for all our children so that they can learn and play in a relaxed and secure environment. As a school we take bullying seriously; bullying is unacceptable and will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within the school.

Aims and objectives of this Policy

We aim to create an environment where pupils can grow and flourish without fear. Every pupil has the right to be safe in and out of school and to be protected when they are feeling vulnerable. Children should feel able to tell staff if they are victims of bullying or harassment and the response to such situations should be prompt and consistent following the agreed guidelines set out in this policy.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

What is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, '**several times, on purpose**' (STOP).

Bullying can be short term or continuous over long period of time

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, (e.g. hiding books, threatening gestures, ridicule, humiliation)
Physical	Pushing, kicking, hitting, punching, spitting, biting, or any other forms of violence
Racial	Racial taunts, graffiti, gestures, making fun of culture and religion
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focusing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing, threats, rude remarks
Cyber bullying	All areas of the internet such as email and internet chat room misuse Mobile threats by text messaging and calls Misuse of associated technology, i.e. camera and video facilities

Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health conditions
- Home circumstances
- Sexual orientation, sexism or sexual bullying

What is bullying?

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victims.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes 'fall out' or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

Bullying can happen anywhere, in the classroom, dining hall, toilets or playground, residential visits or cyberspace. Bullying may also happen on the journey to and from school.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- Is frightened of walking to or from school
- Is unwilling to go to school
- Changes their usual route to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to underperform at school

- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay the bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Starts swearing or using aggressive language for no apparent reason
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Is nervous when a cyber message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Strategies to counteract bullying behaviour

The prevention of bullying behaviour is our ultimate goal. This should occur if a positive attitude to behaviour is adopted by staff and children so that everyone is aware of what is unacceptable behaviour, what the effects of it may be on those being bullied and the consequences for those doing the bullying. Our aim is to provide a happy learning environment in and around the school. Some strategies to avoid the occurrence of bullying may include:

- Awareness by all of what bullying means
- Getting rid of stereotypical views that may cause prejudice
- Constant reflection on their own behaviour and its consequences
- Praise and recognition of co-operative and respectful behaviour
- Clear, well publicised rules consistently applied by all staff that are seen by the children to be fair and appropriate
- The encouragement of honest and direct discussion
- Reprimands or mild sanctions in response to minor incidents
- Discussion with children on reasons behind their behaviour
- Incentive systems such as merits for positive behaviour
- Encouragement of school / home contact
- An apology to the victim(s) verbally or in writing
- Lose playtimes (stay with class teacher, carry out extra work)
- Parents will be invited in to school

Sanctions for children with Special Educational needs will be adapted to reflect their specific need(s).

Strategies for when bullying does occur

Bullying may have happened or may be perceived to have happened. Either way staff should take allegations seriously.

All staff will respond calmly and consistently to all allegations and incidents of bullying at St. Pius X Catholic Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

One-off incidents involving name-calling, mild teasing etc. A reprimand or mild sanction may be enough in response to a one-off incident if there is no physical harm or damage to property.

If the incident is more serious or persistent:

1. Decide on how to approach interview of parties involved. The victim may feel uncomfortable in front of the bully/bullies.
2. Remain neutral and listen to all sides of the incident.
3. Inform parents.

MAKE THE AIM OF THE INTERVIEW TO ADMIT THAT THERE IS A PROBLEM, TO FIND A SOLUTION TO PREVENT THE BULLYING FROM HAPPENING AGAIN.

If necessary arrange a follow-up meeting to see if the solution is being effective or not. If the result of the bullying is damage to person or property then involvement of parents is essential at an early stage. The incident will be recorded on CPOMS. Exclusion from school should be used sparingly and only as a last resort when the above strategies have been already followed or if the incident has warranted such a decision from the Head Teacher.

Prevention

At our school we believe in the importance of relationships, ensuring children and young people feel valued, safe and secure, providing a sense of connection with members of staff and belonging to the whole school community.

St Pius X Catholic Primary School educates pupils to:

- Learn the Catholic faith and follow in the footsteps of Jesus Christ.
- Grow spiritually, academically and socially.

Everything we do at St Pius X is underpinned by our six school values. Based on the Beatitudes, they have been linked with inspiring role models who embody the following values:

1. Integrity - Martin Luther King
2. Fairness - Rosa Parks
3. Peace - Malala Youzafsa
4. Kindness - Mother Teresa
5. Forgiveness - Pope Francis
6. Service - David Attenborough

St Pius X's values reflect those of the Essex Approach to understanding behaviour and supporting emotional wellbeing known as Trauma Perceptive Practice (TPP): compassion and kindness; hope; connection and belonging

We endeavour to make sure that our school values run through all the school policies and practice and children are celebrated for exhibiting them in our weekly Celebration Assembly through certificates and house points.

All staff are responsible for ensuring that pupils are well-educated on the impact bullying can have and the importance of demonstrating the school's values. We do this through: Circle Time, Anti-Bullying Week, PSHE lessons and computing / e-safety lessons - in line with our [e-safety policy](#). Furthermore, we observe Children's Mental Health week every year, where the potential long-term impact of bullying is discussed with all children. Pupil voice is also sought through the school council.

The ethos and working philosophy of St. Pius X School means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and promoted. Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.