



English Martyrs'
Catholic Primary School
Loving Jesus, Loving Learning, Loving Life

Anti-bullying Policy

Date of Approval:	October 2023
Next Review Date:	October 2024
Approved by:	Maria Elliott (Headteacher)
Changes made:	None
Date approved by LGC (Local Governing Committee):	October 2023



English Martyrs' Catholic Primary School

Ethos Statement

Within the Mission Statement of the school, it makes it absolutely clear that the whole ethos of the school and all aspects of the school will reflect the practice and traditions of our Catholic faith. Such teachings direct us to believe that we are all “Children of God” and that we live by following the example of Jesus giving to us in the Gospels. We aspire to live out these Gospel Values but putting the Beatitudes into practice in all that we do.

Our school motto – *‘Loving Jesus, loving learning, loving life’*; along with the Beatitudes underpin all that we do here at English Martyrs’.

The principles of striving for excellence in all that we attempt to do and taking the opportunities offered for reconciliation should be uppermost in our minds when dealing with issues particularly when this involves conflict or misunderstandings between members of the school family.

Be-attitudes

At English Martyrs’ Catholic School we follow what Jesus taught us in the Gospels., where the Be-attitudes underpin every element of our school.

As a Catholic School we have the Catholic mission at our very core.

Everyone in school is expected to actively follow and live out our mission statement:

“Loving Jesus, Loving Learning, Loving Life.”

We achieve our Mission Statement by following the Beatitudes as the foundation blocks of all we do. The Beatitudes give us the ATTITUDES that we want to BE.

We have Be-attitudes for Behaviour and Conduct (Our Core Values), Beatitudes for Learning and Beatitudes for Teaching.





AIMS OF THE SCHOOL

English Martyrs' Catholic Primary School is a Roman Catholic School. Our mission statement focuses on the school as part of the community. Through the ethos of the school we will endeavour to work with the children so that they will come to know Jesus Christ as a person and a friend who guides them through life. We aim to create a safe, secure, warm and happy environment and work towards helping each person in the school community to grow in fullness to develop, mature and fulfil their potential. They will learn how to interact with others positively, to work and play co-operatively, to share new experiences and respect each other's differences.

We aim to work with parents and parish members to teach the Catholic Faith and the moral values of the gospels. We aim to nurture the children that they may grow into caring, confident and self-motivated adults.

The children will be made aware through our teachings in school, that bullying of any kind is unacceptable and will not be tolerated in English Martyrs' School. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect and pupils who are bullying others need to modify their behaviour and learn to follow the example of Christ.

DEFINITION OF BULLYING

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracizing, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at English Martyrs' Catholic Primary school work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown, repeatedly, that the extent of bullying in schools is greatly underestimated. Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

It is recognised that bullying behaviour is often repeated over a sustained period of time. Those being bullied often find it difficult to defend themselves. It is recognised that bullying behaviour is often repeated over a period of time and can be carried out by an individual or a group.



Bullying can take many forms:

Physical – hitting, kicking, taking or destroying belongings.

Verbal – name-calling, sarcasm, teasing and taunting and can include both racial and sexual harassment.

Emotional – spreading nasty stories, excluding someone from the group, tormenting, ridicule humiliation or being isolated.

Racist – racial taunts, graffiti, gestures.

Sexual – unwanted physical contact, sexually abusive

Cyber/online – offensive text messages, emails, hate websites, abusing victims via mobile phones, Facebook, Twitter or other forms of social media.

A whole school approach against bullying has been established to ensure English Martyrs' remains an effective caring and happy school.

WHY DO BULLIES DO IT?

There are many theories why some children bully others and it is important to understand not just the individual person's reasons for bullying, but also the social function bullying has in maintaining the power relationships between certain individuals and groups of children in the classroom and in the wider community.

These social functions may be tied up with race, sex and class and may be fed by, or contribute to, events outside of the school.

At English Martyrs' we try to create caring and supportive relationships at all levels within our community. For this reason, we take a very serious view of any incidents of bullying or intimidating behaviour that may occur from time to time. The school's anti-bullying policy is simple. Bullying will not be tolerated. At English Martyrs' Catholic Primary School we deplore all bullying behaviour and recognise the importance of dealing with all such behaviour.

IF YOU ARE BULLIED – TELL SOMEONE Tell a school friend, brother, sister or parent/carer.

Talk to your class teacher, another adult or talk to someone at home.



THE BULLIES

Bullies come from all types of home backgrounds, from all races and from all cultures and both sexes. They may feel inadequate, lack self-esteem, feel insecure. Some bullies appear not to appreciate the actual effect of their actions by describing their victims as deserving of the treatment they have handed out. There are also “anxious” bullies who may in fact be subject to bullying themselves. Bullies often tend to be larger and physically active.

THE VICTIMS

Often the victim is a child who is not particularly assertive, who may feel inadequate and who lacks self-esteem. The child is unlikely to fight back, has few friends and is quite anxious and fearful. He/she may resort to crying or temper outbursts when threatened. These children are often on the edge of a group. Bullying may have a detrimental and lasting effect on their lives and cause many difficulties in later life.

STRATEGIES FOR ANTI-BULLYING ATMOSPHERE

The staff are responsible for delivering the anti-bullying message and reinforcing it regularly. Through our Catholic ethos and RE lessons, through assemblies, collective worship and personal and social education, the staff will create opportunities for expressing feelings and resolving conflicts. Classroom practice and curriculum will be used positively as a vehicle. The implementation of the policy demands sound cooperation between staff, pupils and parents. Teachers should not accept false excuses: If the bullying was an accident, did the children act by helping the victim or getting help or sympathy? If it was just a laugh, was everyone laughing? If it was just a game, was everyone enjoying it?

DEALING WITH BULLYING

When a bullying incident occurs, it may come to the attention of the staff in several ways:

They may witness it themselves; the person being bullied reports it; a ‘witness’ reports it; a concerned parent reports it later. Care must be taken not to confuse incidents of every day squabbling with persistent bullying. Care must also be taken not to confuse speculation with facts about the incident.

All reported incidents of bullying must be dealt with adopting a no blame approach in the first instance. The person being bullied will be interviewed. We will find out how they feel and who was involved.

If appropriate a meeting will be arranged between the person being bullied and all those involved. At this meeting the feelings of the person being bullied will be explained. Blame will not be allocated, the situation and actions leading to the incident or incidents will be investigated. Time will be taken to discuss responsibility for the feelings and actions, which have led to the current meeting.

Those involved will be encouraged to suggest ways in which the situation can be resolved and the person being bullied helped to feel happier.



Following this appropriate action will be taken. This may include:-

- Obtaining an apology from bully/ies to victim.
- Imposing sanctions against bully/ies
- Encouraging the bully to change his / her behaviour.
- Lessons/class discussions about bullying
- Teacher / Teaching Assistant support for victim
- Informing the parents of bully/ies.

Following any incidents and investigations of bullying the school will continue to monitor the situation and asks the support of the victim's parent in also keeping the school informed. It is suggested that class teachers deal with cases of bullying, following this approach. However this may be inappropriate at times, due to the nature of the problem, or particular difficulties of the pupils concerned. In this case a member of the Leadership Team or the Head Teacher may be asked to assist with the interview process.

The school will aim to motivate peer pressure so pupils can take an active stand against bullying behaviour. Pupils will be encouraged to be active bystanders by:

- Not allowing someone to be deliberately left out of a group
- Not smiling or laughing when someone is being bullied
- Telling a member of staff what is happening
- Encouraging the bullied pupil to join in with their activities or groups
- Telling the bullying pupil to stop what they are doing
- Showing the bullying pupil that they disapprove of his/her actions
- Being given strategies to respond assertively to the situation

Members of the Leadership Team will regularly monitor the effectiveness of this policy in action.

CYBER BULLYING

It is school policy that phones, email, chat rooms or any other electronic communication system must only be used for educational purposes and must always be supervised by a member of staff.

Personal mobile phones are not to be used during the school day and must be handed in to the Class Teacher at the beginning of the day to keep safe and they can be collected at the end of the school day.

In PHSE children will learn how to use electronic devices safely and they will be made aware of the dangers of imparting information either about themselves or others using an electronic device. Using www.childnet.org / Know IT all resources they will be made aware that it is unacceptable to use an electronic device to record sound or images which could be



detrimental to themselves or another person. If it becomes apparent that electronic devices are being used in a negative way outside school hours, then the incident will be investigated and dealt with by the Head Teacher in conjunction with Parents/Carers.

COMPLAINTS SYSTEM FOR BULLYING

All concerned teachers and parents need to be informed of how and when the complaint will be investigated. Should the complaint not be satisfactorily dealt with, then parents and victims should be informed of the general complaint's procedures. Every child has a right to be safe and happy in school and not to have their education spoiled by other children's bullying behaviour.

CONCLUSION

The success of this policy depends on the support it is given by all members of the school community, children, staff, parents and Governors. It demonstrates the positive partnership we aim to achieve within a pleasant, purposeful, caring environment. This policy will be brought to the attention of all new staff, both teaching and non-teaching as well as new parents and Governors.