



*Jesus is the centre of our lives,  
Our learning and friendships.  
In a safe, happy and caring community  
Where all are welcome.*

# **HOLY CROSS CATHOLIC PRIMARY ACADEMY ANTI-BULLYING STRATEGY DECEMBER 2020**

**TO BE REVIEWED BI-ANNUALLY**

**NEXT REVIEW DECEMBER 2022**

Our Anti-bullying Strategy is part of our positive approach to behaviour.

## **What is bullying?**

Bullying can take many forms.

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion or gender

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

## **How can we prevent it?**

We can prevent bullying by:

- accepting that it could be happening
- believing that it should not happen
- ensuring that children know what bullying can look like (different forms of bullying)
- providing quality supervision of children throughout the day reducing the opportunities for bullying
- creating a positive climate where all individuals are valued, positive behaviour is modelled and rewarded
- having an environment where children are confident to say if they believe that bullying is taking place
- making sure children know who to go to if they are bullied
- developing a clear and effective response
- telling everyone about what we are doing

## **What do we mean by quality supervision?**

When in school, children are closely monitored in the kind of things that they say to each other. This includes listening to reports from children about social media and messaging they may experience when outside of school.

Children are observed in how they interact with each other. Those children who are left out (whether that may be in friendship groups in class or on the playground) are identified. Any such children would receive a tiered response ranging from an introduction to a play leader to a meeting with our Learning Mentor.

## **What is positive climate?**

The school sets out to raise children's self-esteem and to accept and value individual differences, different cultures and groups. An interesting and good quality play environment is provided. Children are treated fairly by adults and are positively encouraged to be kind to each other. Children have trust in adults and know that they will be listened to.

## **Who to tell?**

Children are told that, if they are bullied, they should tell the nearest member of staff as soon as it happens and also tell their class teacher. Children need to know what bullying is and that it is school staff not parents, themselves or their friends who will deal with it.

## **An effective response**

1. Listen to the victim
2. Give the alleged bully a chance to explain what happened
3. Identify the facts of the situation
4. **If the bullying is unproven** but likely; the bully will be warned and observed for any further incidents
5. **If the bullying is verified**, the bully will receive a warning, parents/carers will be informed and appropriate sanctions will be imposed
6. The victim and the victim's parents are asked to report any continuation or retaliation

If continuation or retaliation happen or are considered likely, the bully and victim are closely monitored and kept separate.

The bully may have to sit away from the victim in class or play in a separate playground.

The bully's parents will be informed and their help enlisted.

All incidents will be recorded on CPOMs

Any further bullying is dealt with by appropriate consequences. Ultimately a child could be excluded for bullying.

In appropriate cases, children with special needs will have targets related to bullying as part of their One Plan.

**Review December 2022**