



**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**

SEPTEMBER 2021

**TO BE REVIEWED BI-ANNUALLY
NEXT REVIEW SEPTEMBER 2023**

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

What is Bullying?

Bullying can take many forms. It is 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 can take many forms and can include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyberbullying – bullying via mobile phone or through internet enabled devices

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, thereby 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 inform adults if they believe that bullying is taking place
- Making sure that 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 playleader to a meeting with our Learning Mentor.

What is a positive climate?

At Holy Cross, we set out to raise children's self-esteem. We accept and value individual differences, different cultures and groups. 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. At Holy Cross we H.A.R.K.

We are:

Honest

Always Helpful

Respectful

Kind

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/carers, 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 has happened
3. Listen to 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 of both children will be informed and appropriate sanctions will be imposed
6. In either case, appropriate staff will be alerted to observe for any further incidents
7. The victim and the victim's parents are asked to report any continuation or retaliation
8. In all cases support towards positive relationships will be provided through our Learning Mentor

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

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

Communication to parents will be maintained through the Learning Mentor.

All incidents will be recorded on CPOMs,

Any further incidents will be dealt with through appropriate consequences and support. Ultimately, a child could be excluded for bullying.

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