

The Good Shepherd Catholic Primary School



*Following Jesus,
The Good Shepherd,
in all we say and do*

Anti-Bullying Policy 2023 - 2024



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Anti-Bullying Policy

The Good Shepherd Catholic Primary School is a caring community where parents, staff, governors and the Clergy work closely for the good of each child. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community

Our Intent:

We at The Good Shepherd Catholic Primary School are aware of the possible consequences of bullying and through this policy and practice we strive to address the negative effect that such experiences may have on both pupils and staff within the school.

Aims:

This policy sets out our approach to preventing all forms of bullying. It applies to staff and pupils at The Good Shepherd.

It is the responsibility of all individuals in the Trust to familiarise themselves with this policy and comply with its provisions.

We aim to provide a safe, secure and positive environment in which children and adults can grow and develop, making full use of the range of facilities available to them.

- We are committed to the Virtues to live by as they have taught us which children and adults are involved with and know they are entitled to be treated with respect and understanding.
- We are committed to ensure that those acting on behalf of our school actively listen to children and act appropriately on information received in order to ensure that safe, stimulating and positive environment exists.
- All our children have the right to feel secure.
- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Victims of bullying will be treated in a supportive manner, and their case heard in an supportive atmosphere.

Definitions:

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



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Prejudiced based bullying: can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between pupils, or perceived differences.

Online bullying: occurs via text messages, social media or gaming, and can include the use of images and video.

Peer on peer abuse: can take many forms including but not limited to abuse within intimate partner relationships, bullying, sexual violence and sexual harassment, physical abuse, sexting and initiation type violence and rituals.

Sexual harassment: means unwanted conduct of a sexual nature that can occur online and offline and both inside and outside the academy.

Peer on peer sexual harassment: is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Awareness and Prevention:

At The Good Shepherd Catholic Primary School we understand that we need to have an awareness of any Bullying that may go on in our school. We need to try and prevent any Bullying behaviour by making sure the 'Bully' understands what they are doing and why it is wrong.

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- PSHE provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.



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The Good Shepherd Senior Leaders will adopt a whole school approach to preventing bullying.

Preventative education, through a comprehensive Personal, Social and Health Education curriculum, and Relationship and Sex Education curriculum, will be age and stage of development appropriate, and account for the needs of pupils with SEND.

The Good Shepherd will create a safe and inclusive environment where pupils can openly discuss the cause of their bullying or harassment, without fear of further bullying or discrimination. Staff will take steps to ensure that all pupils understand the school's approach and are clear about the part they can play to prevent bullying, including online bullying and sexual harassment.

Pupils should feel that they can report bullying which may have occurred outside the school, including online bullying and sexual harassment. Staff will involve parents to ensure that they are clear that the school does not tolerate bullying, including online bullying and sexual harassment, and that they are aware of the procedures to follow if they believe that their child is being bullied. The Good Shepherd will provide support to parents on how to help their children engage safely and responsibly with social media. Creating a good school parent partnership will help create an atmosphere of trust that encourages parents to raise concerns in an appropriate manner. It is not acceptable for pupils, parents or colleagues to denigrate and bully school staff via social media in the same way that it is unacceptable to do so face to face.

Staff take active steps to understand issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies. Staff will ensure that the PSHE programme allows pupils the opportunity of openly discussing the differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related difference. Pupils will be taught that prejudice based and sexualised language is unacceptable.

Staff will always challenge sexual harassment in pursuance of a robust and inclusive culture that does not normalise behaviours that could lead to sexual violence if left unchallenged. Staff will be alert to the vulnerabilities of some groups in particular, such as those with SEND and LGBT children, as well as the barriers to reporting incidents and concerns.

We will apply disciplinary measures to pupils who bully or harass other children in order to show clearly that their behaviour is unacceptable. Disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and considering the needs of vulnerable pupils. Staff will consider the motivations behind bullying behaviour and whether it reveals any



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concerns for the safety of the perpetrator. Where this is the case, the pupil engaging in bullying or harassment will be provided with support themselves.

Recording and Reporting:

1. Interview with the victim: When a teacher finds out that bullying has happened they start by talking with the victim.
2. Meet with others involved: The teacher arranges to meet with the pupils who have been involved, this may include by-standers. The meeting will include those who have joined in, even if they did not initiate the bullying. If the children are able they may be asked to write an account of what has been happening.
3. Parents Informed: Parents of all involved will be informed about what has happened.
4. Meet again: A week later the teacher discusses with each pupil, including the victim, how things have been doing. They arrange to meet with one more time.

If we find that the situation is not resolved after following this process and the behaviour continues, then other agencies will be contacted e.g. educational psychologist or the police.

All bullying and harassment incidents are recorded by staff on BromCom and filed in the class behaviour log. If necessary the Headteacher will be informed and will deal with the incident.

The Headteacher will report the incidents to The Local Authority and Governors.