



**St Benet's RC Primary School**  
**Anti-Bullying Policy**  
**2023-24**

**Reviewed—Autumn 2023**

**Next review - Autumn 2024**

**This should be read in conjunction with the Pupil Anti-Bullying Policy/Leaflet November 23/24—to be done by end of Autumn term 2023.**

### **Introduction**

At St Benet's we aim to provide a caring, friendly and safe environment for learning, where everyone feels secure, valued and respected.

The Law states that all schools have a legal responsibility to provide an anti-bullying policy, which is effective in the response to all bullying incidents as they may occur. We will respond promptly and effectively to issues of bullying.

We will provide children with the knowledge and understanding to enable them to recognise bullying and respond in a positive and appropriate manner.

We recognise the following legislation and will act in accordance to the laws they state:

- Education Act 2002
- Human Rights 1998
- Health and Safety at Work Act 1974
- The Local Government Act 2000
- Disability and Discrimination Act 2003
- Anti Social Behaviour Act 2003
- Keeping Children Safe in Education 2022

We also refer to guidance from:

- **Working together to Safeguard Children 2006-** (<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>)
- **Local Authority Anti Bullying Charter Mark-** <https://www.togetherforchildren.org.uk/services/anti-bullying-charter-mark>

### **Reference to other policies**

This anti-bullying reference has also been written with cross reference to other internal school policies. Policies to be observed in conjunction with our Anti-bullying policy are:

- Health and Safety Policy
- Citizenship Policy
- Behaviour Policy

- **Race Equality Policy**
- **Equal Opportunities Policy**

### **Defining bullying**

Bullying is a sustained or repeated action taken by one or more children, with deliberate intent. This behaviour results in having a negative effect on the emotional or physical well-being of the child. Types of bullying include: verbal, emotional, physical, racist, and cyber-bullying. This definition was produced in consultation of the whole school community, led by the Anti-Bullying team.

### **Anti-bullying Committee**

Although everyone in school has an active role in tackling bullying a named team has been organised to meet once a term and monitor anti-bullying progress within the setting:

St Benet's Anti-Bullying team student representative's & Head Boy / Head Girl

Ann Blakey – Head teacher

Anna Maven – Teacher/Anti-Bullying Co-ordinator

Kath Smith—Lunchtime supervisor

Kelly Wilkinson, Sam Stamp, Trudi Baxter, Kyle Donaldson—Parents/Grandparents

Vicky Brown, Ashleigh Knight —Governors

### **Raising Awareness**

St Benet's was awarded the Bronze Mental Health Chartermark on 17th November 2022 we are currently applying for Silver Chartermark

St Benet's has been previously awarded the Gold Charter Mark which is recognised throughout the City of Sunderland. We have strategies and initiatives currently in place to raise the awareness of anti-bullying in school:

- Anti-Bullying policy available for all to read via St Benet's website- <http://stbenetsschoolsunderland.org.uk>
- Links provided for parents/carers to other informative appropriate websites– My Happy Mind for Families <https://myhappymind.org/>
- Questionnaires to parents / Questionnaires to children
- Regular sessions in PSHCE curriculum
- Anti-bullying posters/leaflets displayed in school
- Pupils voice through school council and regular newsletters
- Anti-Bullying suggestion box for pupils

### **The consultation process**

- Questionnaires for parents/pupils/staff
- Anti-bullying co-coordinator to liaise with outside agencies and inform staff of training and recommendations · School council meetings
- Anti-bullying team to have regular meetings with Lead Teacher
- Website updated to inform parents of current Anti-Bullying Policy

## **Aims and objectives of this Policy**

- To provide a secure, safe and positive Catholic environment free from threat, harassment or any type of bullying behaviour, where children and adults can grow and develop.
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent whole school response to any bullying incidents that may occur.
- To work with all members of the school community (staff, children, parents/carers and governors) to foster productive partnerships which help maintain a bullying-free environment.
- To celebrate diversity and the uniqueness of individuals.

## **Responding to bullying**

- All staff to respond to bullying incidents using the agreed protocol.
- Incidents to be recorded and passed to Phase leader/Head teacher for decision making and action to be taken.
- Staff must be observant of patterns and repetitiveness in incidents to ensure the correct support for involved children is used.
- All staff to respond using SEAL and PSHE lessons in particular response to an incident if required.
- Quality Circle Time.
- Nurture Group.
- Friendship Groups.
- Named pupil representative to be given a voice in meetings to discuss behaviours and children's concerns.
- School Council involvement.
- Incidents or concerns to be recorded on CPOMS.

## **Implementation of the Policy**

- Assemblies
- Celebration of the Word
- Family Liturgies
- PSHCE
- Circle Time
- Twitter/X
- Letters/emails
- Displays/posters
- High profile response to bullying
- School Council meetings
- Introduction meetings

## **Monitoring**

Bullying records via CPOMs used to track numbers, types, locations and frequencies. This information should allow coordinator to highlight emerging patterns and inform future steps for prevention.

- Staff, who are on duty report bullying incidents to class teacher
- Lunch time supervisors to report incidents to class teacher
- All parents concerns to be documented and responded to accordingly
- Staff to inform and communicate with parents regarding action and monitoring of incidents
- Parents/Staff discussions to be dated and recorded for monitoring purposes
- Children involved are monitored and given appropriate support
- Bystander action/increased sense of collective responsibility
- Improved attendance / attainment
- Headteacher Safeguarding report shared termly with governors

## **Evaluation**

- Anti-bullying team to meet on a termly basis to evaluate systems and progress
- Review incidents and responses
- Questionnaires
- PSHCE for children evaluations
- Parents meetings
- Governors meetings
- Senior Staff/staff meetings
- School visitor's evaluations

## **Review**

- Anti-Bullying team to review and coordinator to report findings in whole staff meetings
- Annual review in coordinators report with action plan
- Anti-Bullying team to liaise with governors and Head when required.
- Anti-Bullying Policy must appear annually on the governors agenda.

Reviewed by Governors: 6th Nov 2023

## **Our Mission Statement**

