

Date	Review Date	Drawn up by	Committee Approving
Summer 2022	Summer 2024	NC	H&S



*'We aim to create a community which is underpinned by the Gospel values of Christ; where all children have the opportunity to develop spiritually, creatively, physically, socially and academically; where the talents and abilities of all members are valued and where compassion, tolerance and forgiveness are guiding principles.'*

Mission Statement

## Anti-Bullying Policy

It is the responsibility of all members of the school community at St Thomas Becket to promote good behaviour and discipline in line with the agreed Behaviour policy. It is recognised that the pupils' experience of relationships within school has a formative and significant influence on their understanding of interpersonal skills. It is therefore essential to create and uphold a culture where bullying is not tolerated and where incidents of bullying are taken seriously and rigorously investigated.

### **What is bullying?**

A person is bullied when he or she is exposed regularly and over time to negative and intimidating behaviour. It may be:

- **Emotional:** tormenting; humiliation
- **Physical:** pushing; kicking; taking belongings
- **Psychological:** intimidation; spreading rumours; exclusion from social groups or activities
- **Cyber-bullying-** the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.
- **Verbal:** name-calling, including the use of racist, homophobic or racist comments; comments that refer to being different; sarcasm; persistent teasing

Please see the Behaviour policy for further details on how incidents of this nature are dealt with.

*Any child could be the victim of bullying*

## What signs may indicate that a child is being bullied?

The following list is by no means exhaustive. A bullied child may display the following symptoms:

- Unsettled coming to school
- Sleeping/eating disturbances
- Display behaviour which is out of character
- Standard of work may deteriorate
- Display marks caused by physical aggression
- Have damaged or missing possessions
- Be alone on the playground
- Become easily distressed or be overly-emotional

Staff, parents and peers will be able to use their knowledge of the children to identify changes in their behaviour that may indicate that bullying is taking place.

### Steps to be taken where bullying has been identified

1. The teacher convenes a meeting with the people involved and explains the problem
2. Both parties are interviewed separately to gain a clear understanding of exactly what has been happening
3. Obtain witness information
4. Parents will be informed where their child is alleged to be victim of bullying or alleged to have carried out bullying.
5. A resolution is sought which recognises the rights of the victim and the bully
6. The teacher meets with the children periodically to review the progress being made
7. If problems persist parents may make an appointment to meet with the Key Stage Leader.
8. The Key Stage Leader will refer the matter on to the Deputy Head or Head teacher where appropriate
9. A programme of support is initiated to support the victim and the bully. The nature of this will depend on each individual case and circumstance. This could include peer mentoring, designated 'safe' adults and restorative measures.  
For more information visit <https://anti-bullyingalliance.org.uk/>
10. The timescale for steps taken will be dependent on individual circumstances. It is crucial that parents work closely with the school when an investigation is underway. Allegations are investigated thoroughly, and all evidence requires verification especially in the case of what is deemed to be a very serious incident. Whilst the matter is under investigation, confidentiality must be observed to protect the rights of all concerned. It is not appropriate for rumour and counter rumour to be circulated at the school gate

This policy should be used in conjunction with the School's Behaviour Policy and Safeguarding Policy.

All bullying incidents will be recorded on the schools IRIS Central system, which allows patterns and types of behaviour to be tracked across all classes.

*'In promoting the love of our neighbour, we will endeavour to foster good interpersonal relationships between all members of the community. We reject all forms of prejudice and instead seek to include, strengthen and empower all individuals and groups fairly'. (Mission Statement)*