



Positive Behaviour & Anti-Bullying Policy

2020-2022

Objectives of this Policy

The St Catherine of Siena Positive Behaviour & Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying, in line with our Mission Statement “Be who God created you to be and you will set the world on fire” and our positive behaviour reward systems.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere.

Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated consistently over time, which intentionally hurts another individual either physically or emotionally”.

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

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Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.*
- Bullying related to special educational needs.*
- Bullying related to appearance or health conditions.*
- Bullying related to sexual orientation.*
- Bullying of young carers or looked after children or otherwise related to home circumstances.*
- Sexist or sexual bullying.*
- Cyber bullying.*

Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.*
- Work with children to understand what bullying behaviour is and the difference between bad behaviour and bullying behaviour.*
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.*
- Consider all opportunities for addressing bullying including through the curriculum, assemblies, PSHE, displays and the Junior Leadership Team.*
- Train all staff to identify bullying and follow school policy and procedures on bullying.*

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- *Actively create “safe spaces” for vulnerable children and young people.*

Involvement of pupils / students

We will:

- *Discuss with children the difference between bad behaviour and bullying behaviour.*
- *Ensure students know how to express worries and anxieties about bullying.*
- *Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.*
- *Involve students in anti-bullying campaigns in school.*
- *Publicise the details of helplines and websites e.g. www.thinkuknow.co.uk.*
- *Offer support to students who have been bullied.*
- *Work with students who have been bullying in order to address the problems they have.*

Liaison with parents and carers

We will:

- *Work with parents to ensure the difference between bad behaviour and bullying behaviour is clear.*
- *Ensure that parents / carers know whom to contact if they are worried about bullying.*
- *Ensure parents know about our complaints procedure and how to use it effectively.*

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- Ensure parents / carers know where to access independent advice about bullying.

Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review is immediate. The school uses the guidance by the DfE* to inform its action planning to prevent and tackle bullying.

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, SLT, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is Ms Kane.

* DfE Guidance: "Preventing and tackling bullying. Advice for headteachers, staff and governing bodies."

Approved by: **Governing Body**

Approved Date: **October 2020**

Review Date: **October 2022**

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