



# Anti-Bullying Policy

**At Our Lady of Lourdes Catholic Primary School, we seek to create a unique and enabling community whereby children and staff are encouraged to journey beyond their expectations – academically, socially and spiritually – within a culture based on Gospel Values.**

*Love, Live and Learn as Jesus Taught Us*

Our Lady of Lourdes Catholic Primary School fully recognises its responsibilities for safeguarding and child protection.

## **SAFEGUARDING – Keeping ALL of our children safe**

POLICY AGREED by Governing Body (date):	October 2024
POLICY PUBLISHED (including uploaded onto website – date):	October 2024
NEXT REVIEW (date):	October 2025
Signed Electronically by Chair of Governors (Joan Curran)	<i>J Curran</i>
Signed Electronically by Headteacher (Oliver Bell)	<i>O Bell</i>

KEY SAFEGUARDING PERSONNEL			
ROLE	NAME	TEL.	EMAIL
Headteacher	Mr Olly Bell	01454 867160	<a href="mailto:oliver.bell@olol.org.uk">oliver.bell@olol.org.uk</a>
Designated Safeguarding Lead (DSL)	Mr Olly Bell	01454 867160	<a href="mailto:oliver.bell@olol.org.uk">oliver.bell@olol.org.uk</a>
Deputy DSL(s)	Mrs. Theresa Gee Mr Anthony Hamlen	01454 867160	<a href="mailto:theresa.gee1@olol.org.uk">theresa.gee1@olol.org.uk</a> <a href="mailto:anthony.hamlen2@olol.org.uk">anthony.hamlen2@olol.org.uk</a>
Nominated Governor	Mr Jim Corrigan Mrs Gemma Legg		<a href="mailto:jim.corrigan@olol.org.uk">jim.corrigan@olol.org.uk</a> <a href="mailto:gemma.legg@olol.org.uk">gemma.legg@olol.org.uk</a>
Chair of Governors	Mrs. Joan Curran		<a href="mailto:joan.curran@olol.org.uk">joan.curran@olol.org.uk</a>
Designated teacher for Looked After Children	Mr. Olly Bell	01454 867160	<a href="mailto:oliver.bell@olol.org.uk">oliver.bell@olol.org.uk</a>
<b>The key safeguarding responsibilities within each of the roles above are set out in Keeping Children Safe in Education (2024)</b>			

If you believe a child is at immediate risk of significant harm or injury, you must call the police on 999.	
South Glos. Children’s Social Care Referrals:	
South Glos. Access and Response ( <i>Student’s home postcode falls within South Glos</i> )	Telephone number 01454 866000
Bristol Children’s Services ( <i>Student’s home postcodes fall within Bristol</i> )	Telephone number 0117 9038700
Local Authority Designated Officer (LADO), Jon Goddard, in relation to allegations against a member of staff	01454 868508 or <a href="mailto:lado@southglos.gov.uk">lado@southglos.gov.uk</a>

**1. Equality Impact Assessment (EIA)Part 1: EIA Screening**

<b>Policies, Procedures or Practices:</b>	Anti-Bullying Policy	<b>DATE:</b>	October 2024
<b>EIA CARRIED OUT BY:</b>	Olly Bell	<b>EIA APPROVED BY:</b>	Joan Curran

**2. Groups that may be affected:**

<b>Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)</b>	Existing or potential adverse impact	Existing or potential for a positive impact
<b>Age</b> (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)	N	
<b>Disability</b> (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)	N	
<b>Gender reassignment</b> (transsexual)	N	
<b>Marriage and civil partnership</b>	N	
<b>Pregnancy and maternity</b>	N	
<b>Racial groups</b> (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)	N	
<b>Religion or belief</b> (practices of worship, religious or cultural observance, including non-belief)	N	
<b>Sex</b> (male, female)	N	
<b>Sexual orientation</b> (gay, lesbian, bisexual; actual or perceived)	N	

**3. Any adverse impacts are explored in a Full Impact Assessment.**

## 1) Purpose of the Policy

**At Our Lady of Lourdes we are committed to creating and embedding a culture of vigilance which:**

- Ensures we maintain an attitude of “It could happen here”
- Ensures that our learners are safe and protected
- Ensures that our learners know who to talk to if they have concerns and are assured that their voices are heard
- Ensures that our learners are supported, protected and informed
- Ensures that our learners are safe from discrimination and bullying
- Ensures that our learners recognise when they are at risk and know how to get help when they need it
- Ensures that our learners understand about how to keep themselves safe as part of a broad and balanced PSHE and online safety curriculum
- Focuses on preventative work in relation to trauma and adverse childhood experiences (ACEs) and takes a trauma informed approach

**This policy applies to all staff, students, governors, cover staff and volunteers.**

Our school has a commitment to every child where their safety, health, emotional and social well-being are of paramount importance. Pupils have the right to be happy and safe at school. As a Catholic school we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the pupil’s interpretation of the Mission Statement – ‘Love, Live and Learn as Jesus taught us.’

Bullying of any kind is unacceptable and Our Lady of Lourdes is committed to providing a safe, caring and friendly environment for every member of the school community.

## 2) Relationship to other policies

As well as ensuring that we address child protection concerns, we will also ensure that children who attend our school are kept safe from harm whilst they are in our charge. To this end, this policy should be read in conjunction with other relevant policies:

Safeguarding and Child Protection	Attendance	Behaviour & Relationships	Complaints
Educational Visits	Online Safety	Escalation	Equality
First Aid	Health and Safety	Intimate Care	Medical Needs and Administering Medicine
Positive Mental Health	Relationship & Health Education	Safer Recruitment	Special Educational Needs and Disabilities
Staff Code of Conduct	Whistleblowing	Mission Statement	Home School Partnership Agreement

## 3) Definition of Bullying

Bullying behaviour is usually repeated over a period of time and it is difficult for those being bullied to defend themselves. Although immediate physical safety comes first, all bullying - by a pupil or adult towards another pupil or adult - whatever the motivation or method, is unacceptable and will not be tolerated. Bullying always has the intention of causing deliberate harm.

The "...behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences".

*(Preventing and Tackling Bullying: Advice for Headteachers, Staff and Governing Bodies. Department for Education, July 2013).*

#### The main types of bullying are:

- **EMOTIONAL** - unfriendly behaviour, excluding, tormenting e.g. hiding books, threatening gestures
- **PHYSICAL** - pushing, kicking, hitting, punching or any use of violence;
- **RACIST** - racial name calling, taunts, graffiti, gestures;
- **SEXUAL** - unwanted physical contact or sexually abusive comments;
- **RELIGIOUS / CULTURAL** – a negative or unfriendly focusing on religious difference or how somebody expresses their faith
- **HOMOPHOBIC** - focussing on the issue of sexuality;
- **TRANSPHOBIC** - intentionally making someone unhappy because of their sex or because they may not be perceived to conform to normal gender roles.
- **VERBAL**- name-calling, sarcasm, spreading rumours, teasing;
- **CYBER** - all areas of the internet e.g. email & internet chat room misuse; mobile phone threats by text messaging & calls; misuse of associated technology e.g. camera & video facilities.

#### 4) Aims

- To ensure that all governors, staff, parents/carers and pupils share an understanding of what bullying is - and is not;
- To set out a co-ordinated approach to preventing and tackling bullying at school and whilst pupils travel to and from school.
- To prevent / eliminate acts of bullying at Our Lady of Lourdes Catholic Primary School by creating an atmosphere in which pupils feel secure enough to confide in teaching and support staff, knowing that they will be listened to with understanding and sensitivity.
- To ensure that all personnel involved in the everyday running of the school are aware of these aims so that pupils benefit from a consistent approach to their situation.
- To ensure all members of the school community understand their responsibility to report incidents of bullying so they may be dealt with to prevent reoccurrence.
- To raise pupil awareness of the issues of bullying by using assemblies, PSHE, RHE, circle time and the school council to address them.
- To listen carefully to the victims of acts of bullying and set a sensitive plan of action and support in place. This incorporates all children as well as all staff.
- To develop all pupils' understanding of the destructive nature of bullying through the effective implementation of our Behaviour and Relationships policy and Mission and Values Statement.
- To listen to the perpetrator and set a plan of action and support in place; sensitive to the needs of the child.
- To work in partnership with individual and groups of parents, acting swiftly and firmly in line with the Behaviour and Relationships policy to resolve such situations.
- To keep informed about IT developments and how this may have an impact with bullying issues such as cyber bullying, texting and social networking sites.

## 5) Preventative Strategies

School staff will develop a whole-school approach to developing pupils' social and emotional skills, thus preventing bullying, promoting good behaviour and creating an environment that prevents bullying from being a serious problem –

- rewarding and celebrating good social skills;
- offering peer support
- developing school/class rules
- involving the children in decision making over issues that affect them ie. voice of every child is heard in termly Pupil committee meetings and actions to improve our school community
- helping to resolve issues of unacceptable behaviour with the child/children involved
- providing individual support and/or small-group work for pupils related to social and emotional skills
- regularly using PSHE lessons, Relationship and Health Education, Sex and Relationship Education, Values based assemblies and collective worship, Circle Time etc. to teach social and emotional skills
- planning and delivery of whole school annual Anti Bullying cross curricular week
- staff will investigate all incidents of serious misbehaviour akin to bullying, and any confirmed situations will be dealt with by the HT or DHT.
- Governors will monitor incidents of bullying through termly Headteacher reports.

Our Lady of Lourdes Catholic Primary operates an open door policy for pupils and parents in which problems can be discussed and resolved. The pupil inspired slogan 'Speak Up Now' (S.U.N.) is promoted for all children in our school and emphasised regularly so that pupils are confident in approaching any adult if they have a worry about their own or another person's inappropriate behaviour. All pupils in the school are aware of staff who they can talk to – particularly their class teacher or member of support staff.

The school council is responsible for the review of the Pupil Anti Bullying policy and contribute towards curricular planning for Anti bullying themed work. Each year, we will train a team of 'Anti Bullying Ambassadors' to promote the school's view on anti bullying.

## 6) Roles and Responsibilities

### The Role of Governors

- The Governing Body supports the Headteacher in the implementation of Anti Bullying strategies.
- The Governing Body does not condone any form of bullying in the community of our school. Any incidents of bullying are taken very seriously and dealt with appropriately.
- The Governors require the Head teacher to keep accurate records of any incidents of bullying, including those that are racially motivated, together with action taken.
- The Governors and Head teacher are responsible for reviewing the policy on an annual basis.
- Parents unhappy with the action taken by the Head teacher in response to a bullying incident have the right to make a formal complaint to the Governing Body (Complaints Policy on school website under 'Policy').

### The Role of the Headteacher

- The Head teacher takes appropriate and immediate action in response to an incident proven to be bullying. The Governing body will be informed where necessary.
- The Head teacher implements the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.
- The Head teacher supports staff in ensuring that children know that bullying is wrong, through professional development in behaviour management and curricular development.

### The Role of All Staff Members

- All staff have a collective responsibility for discouraging and responding to any incidences of bullying in a timely manner.
- If members of staff witness an act of bullying, they support the children involved following discipline and behaviour procedures.

- E-safety training is cascaded amongst all staff. Awareness will be developed within the curriculum. All staff will follow the agreed Behaviour policy making a written record of the circumstances associated.
- Teachers and TAs support all children in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

### **The Role of Parents**

- Parents have a responsibility to understand and support the school's Anti Bullying policy and to actively encourage their child to be a positive member of the school community.
- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact a member of staff as soon as possible.

## **7) Reporting and Recording incidents**

### **Procedures**

- Pupils, parents and staff should report bullying incidents to a member of staff as soon as possible;
- All cases of bullying should be recorded by staff on CPOMS and discussed with the Headteacher;
- In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem;
- The bullying behaviour or threats of bullying will be investigated and bullying stopped quickly;
- Help will be given to help the child/children who are bullying change their behaviour and to understand the impact the bullying behaviour has had;
- Support will be available for the person being bullied;
- In serious incidents the situation will be monitored by staff to ensure that the bullying has stopped permanently.
- In very serious bullying cases the school and Governing Body reserve the right to suspend or even exclude a pupil who has been involved in a very serious incident/s of bullying.

Both bystanders and pupils being bullied must realise that 'not telling' means that bullying is likely to continue and other people will get hurt. A record of all bullying incidents and the action taken is maintained by the Headteacher. The sanctions imposed will be in line with those outlined above and will depend on the severity of the incident/s, the age of the child or any special educational need or disability they may have. Sanctions will be applied fairly, proportionately, consistently and reasonably, taking account of any special education needs (SEN) or disabilities that pupils may have and taking into consideration the needs of vulnerable children.

In the case of staff reporting incidents of bullying from another adult, these should be rerecorded and Staffing policies should be followed, as appropriate.

## **8) Policy Review**

The Governing Body will undertake an annual review of the school's Anti Bullying Policy and procedures as part of its annual review of all safeguarding policies, and will remedy any deficiencies or weaknesses found without delay.

## **9) Further Information**

The latest local and national documents relating to addressing bullying in schools can be found on the South Gloucestershire Children's Partnership Website website:

[Bullying | SafeguardingSouth Gloucestershire Safeguarding \(southglos.gov.uk\)](https://www.southglos.gov.uk/child-protection/safeguarding)

[Schools, Colleges and Early Years Settings | SafeguardingSouth Gloucestershire Safeguarding \(southglos.gov.uk\)](https://www.southglos.gov.uk/child-protection/safeguarding)

**Our Lady of Lourdes Catholic Primary School**  
**USEFUL SOURCES OF INFORMATION AND SUPPORT FOR PUPILS AND THEIR PARENTS**

Childline 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0808 8002222 [www.kidscape.org.uk](http://www.kidscape.org.uk)

Parentline Plus 0808 800 2222 <http://www.familylives.org.uk>

Young Minds (support for parents) 0808 802 5544 [www.youngminds.org.uk](http://www.youngminds.org.uk)

Advisory Centre for Education (ACE) [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

Children's Legal Centre 08088 020 008 [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

Youth Access [www.youthaccess.org.uk](http://www.youthaccess.org.uk)

Bullying Online 0800 800 2222 [www.bullying.co.uk](http://www.bullying.co.uk)

NSPCC 0808 800 5000 <https://www.nspcc.org.uk/>

Anti-Bullying Alliance They recommend the Childline number (see above).  
[www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

EACH (Educational Action Challenging Homophobia) 0808 1000 143  
[www.each.education](http://www.each.education)