



ST. PIUS X PREP. SCHOOL

ANTI-BULLYING POLICY

1. INTRODUCTION





The vast majority of pupils at St. Pius X Preparatory School conduct themselves very well; they have good manners and generally display appropriate behaviour. There are occasions, however, when certain children's behaviour can be described as bullying. This policy describes our interpretation of bullying behaviour and sets out the expectations we have of our pupils and the methods we employ to modify behaviour if children are considered to be a bully.

We aim to always reward good, positive behaviour and to show zero tolerance of bullying as defined below. We stress, however, that in each case of bullying it is the *behaviour* and not the *child* that meets with our disapproval.

2. WHAT IS BULLYING?

The staff and governors of St. Pius X Preparatory School accept the definition of bullying as:

- ✚ PHYSICAL** Pushing, kicking, hitting and other forms of violence or threats.
- ✚ VERBAL** Name – calling, sarcasm, spreading rumours, persistent teasing.
- ✚ DISABILITY** Excluding/name-calling.
- ✚ EMOTIONAL** Excluding (sending to Coventry), tormenting, ridicule, humiliation.

-  **RACIST** Racial taunts, graffiti, gestures.
-  **SEXUAL** Unwanted physical contact or abusive comments.
-  **HOMOPHOBIC** Because of, or focussing on, the issue of sexuality.
-  **CYBER** Using electronic means such as social website, mobile phones, text messages, photographs, or e-mail to cause pain and distress to a victim.

Bullying behaviour is often very subtle and when a group of pupils have established a bullying relationship with another pupil or group of the pupil, they may only have to look threateningly to reinforce their fearfulness. Most bullying occurs in and around the school, the playground being the most common location.

Research shows that name calling; being physically hit and being threatened are the most frequent direct forms of bullying. Being isolated or deliberately left out of friendship groups is the most common form of indirect bullying.

Children with special educational needs are much more likely to be bullied than other pupils.

It is acknowledged that everybody has the potential to be involved in bullying behaviour, either on the giving or receiving end.

3. AIMS

- St. Pius X Preparatory School aims to combat and challenge bullying behaviour in all its forms and to encourage co-operative behaviour at all times;
- We aim for all staff employed at the school to recognise and respond to bullying behaviour whenever encountered;
- Show zero tolerance of any form of bullying, whenever identified;
- Co-operation and care for others is fostered;
- To provide a happy and caring environment in which all pupils and staff can thrive.

4. PRINCIPLES OF THE EFFECTS OF BULLYING

Staff should carefully monitor the symptoms of bullying outlined below. If they think behaviour is related in any way to bullying discuss the issue with the Head of Department.

At St. Pius X Preparatory School staff are aware that if bullying is left unchallenged, other pupils can learn that bullying is a quick and effective way of getting what they want. Bullying can pervade the relationships of children and become accepted as normal; this must not be allowed to happen at our school.

SYMPTOMS OF BULLYING

- ✚ Children may complain that their possessions are being stolen,**
- ✚ When pupils are being bullied their lives are made miserable;**
- ✚ They may suffer injury, they may be unhappy about coming to school;**
- ✚ Over time, they may lose self-confidence and self-esteem, they may blame themselves for inviting bullying behaviour;**
- ✚ Bullying can effect the pupil's concentration and learning;**
- ✚ Some pupils experience stress-related illness; stomach aches, headaches, nightmare, bed-wetting, anxiety attacks or self harm.**

5. STRATEGIES TO PREVENT INCIDENTS OF BULLYING

During the academic year 2005 -2006 all pupils were introduced to a new behaviour initiative to improve the level of behaviour within St. Pius X Preparatory School.

All parents are provided with a handbook providing information about the school rules, bullying behaviour and the school's response. Parental involvement is a crucial factor in tackling bullying, through our home – school communication links; we hope to provide an atmosphere of mutual trust and understanding to support all our children.

The way our lunchtimes and playtimes are organised and the opportunities given to the pupils for constructive play are an important factor in the fight against bullying.

Playground Supervisors are to be regularly made aware of the importance of their role in supervising and monitoring interactions and, in particular, pupils who appear to be isolated from their peers or who show signs of distress.

Children from Year 6 are allocated the role of 'Playground Monitors', to assist other pupils, whom may require a little support and to update the Playground Supervisors and teachers of any concerns either about bullies or victims.

Staff should always listen to children and act upon any statements or complaints a pupil makes.

Individual pupils, who feel that they are being bullied, should be encouraged to approach their pastoral care teacher as their designated teacher. In addition, the Heads of Department are always available to listen and to offer counselling on a confidential basis.

Teaching staff should use the school curriculum as a vehicle to deliver and reinforce out Anti-Bullying Policy; assemblies, 'Reflection Time', drama and Personal, Social and Health Education lessons all provide opportunities for this.

All pupils are familiar with the school rules, for both the classroom and the playground. St. Pius X Preparatory School, school rules are displayed clearly all around the building and grounds.

7. STRATEGIES TO DEAL WITH AND RECORDING INCIDENTS OF BULLYING

- ✚ In response to one-off incidents, which do not result in actual physical harm, a reprimand may be sufficient to deter a pupil from continuing with name-calling or mild teasing.
- ✚ The persistent bully will need help and firm guidance. When dealing with a child, who has bullied another, staff should be clear, honest and direct with their response avoiding the use of humiliation, sarcasm, aggression, threat or manipulation.
- ✚ In the first instance the response should, if at all possible, be immediate with possible follow up in the longer term.
- ✚ Children identified as bullying, will be dealt with in accordance with our discipline policy (as outlined in detail below).
- ✚ Incidents considered by staff to be serious or persistent must be brought to the attention of a senior member of staff.
- ✚ Racial, physical and sexual abuse must always be reported to a senior member of staff.
- ✚ Staff must consider the needs of the 'victim' to be paramount and should in consultation with a senior colleague offer an appropriate form of counseling.
- ✚ Following an incident of bullying, the policy of the school is to provide the pupils involved with some form of counseling in order to enable the pupils to discuss with one another strategies for resolving the problem and avoiding further conflict.
- ✚ It is likely that perpetrators' and victims' parents may be informed of bullying at an early stage. Staff should consult with a senior colleague to decide how best to approach parents.
- ✚ Outside support from specialist agencies will be utilised if necessary.
- ✚ It is assumed that parents, who choose to send their child to St. Pius X Preparatory School, will support and co-operate fully with staff in maintaining high standards of work and behaviour.

ACTION IN THE EVENT OF BULLYING (in line with Discipline Policy)

In the case of bullying issues, where the usual discipline procedures above have had no effect, the following course of action will be taken.

Full written report of ongoing issue to be given to head

Head meets with relevant staff

Parents called in for discussion

Action programme specific to the case's needs drawn up e.g. child put on report for timetable/breaktimes

Schedule drawn up for continuous monitoring of situation

Parents called back at agreed intervals for review

Final stage if required may be part or full exclusion of child

In all cases of bullying, St Pius X Prep School aim to offer full and fair support to both the victim and the bully.

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