



# **St Augustine's Catholic Primary School**

**Be the Best You Can Be**

# **Anti-Bullying and Anti-Racism Policy**

**September 2021- September 2023**

## Intent

### **Policy Aims**

Bullying and Racism are anti-social and affect everyone. This policy aims to:

- Enable all members of the school community to understand what bullying behaviour and racism is and that it is not acceptable.
- Outline the procedures to be followed in the event of a bullying or racist incident.
- Assure parents and pupils that bullying and racism are taken seriously and that all incidents of reported bullying and/or racism will be dealt with promptly and effectively.

### **What is bullying?**

Bullying is defined as "behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition –Preventing and Tackling Bullying: Advice for Headteachers, Staff and Governing Bodies).

Anyone has the potential to be a target or perpetrator of bullying.

The four main types of bullying are:

1. Physical – such as, hitting, kicking, shoving, theft;
2. Verbal – such as, threats, name calling, shouts of abuse or insults, using threatening language;
3. Emotional – such as, spreading rumours, being excluded from groups, intimidation.;
4. Cyber-bullying – such as nasty text messages, emails, phone calls, via social media and the wider use of technology.

Bullying can be fuelled by prejudice based on any of the following:

- Race (racist bullying);
- Religion or belief;
- Culture or class;
- Gender (sexist bullying);
- Sexual orientation (homophobic or biphobic bullying);
- Gender identity (transphobic bullying);
- Special educational needs or disability (SEND);
- Appearance or health conditions;
- Related to another vulnerable group of people.

### **What is Racism?**

Racism can be described as prejudiced or discriminatory attitudes, beliefs or behaviours, which treat an individual or group of individuals differently because of their race, religion or ethnicity. Bullying is not when two people have a disagreement or fall out; it is 'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.' (Anti- Bullying Alliance) Such abuses of power, if left unchallenged, can lead to more serious forms of abuse, such as domestic violence, racial attacks, sexual offences and self-harm or suicide.

### **Signs and Symptoms of Bullying**

A pupil may indicate that they are being bullied by changes in their behaviour. All members of staff and parents have a responsibility to be aware of these possible signs for example:

- is frightened of walking to or from school;
- is unwilling to go to school;
- begins truanting;

- becomes withdrawn, anxious, or lacking in confidence;
- becomes clingy;
- starts stammering;
- cries him/herself to sleep at night or wets the bed;
- feigns illness in the morning;
- begins to underachieve in school work;
- arrives home with clothes torn or belongings damaged;
- has possessions that 'go missing';
- asks for money or starts stealing money (to pay bully);
- has dinner money or other monies continually 'lost';
- has unexplained cuts or bruises;
- arrives home hungry (money or lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong.

The school will respond accordingly. These signs and behaviours may indicate other problems, but bullying or being the victim of racism should be considered a possibility and, therefore, the cause of the above investigated. If bullying and/or racism do occur, all pupils will be able to report it and know that incidents will be dealt with promptly and effectively. Pupils have a responsibility as well as staff to help eradicate bullying and therefore anyone who knows that bullying and/or racism is happening is expected to tell a member of staff.

## Implementation

In generic terms, the aims and objectives of this policy are to develop and maintain:

- a culture of respect where difference is valued
- a system of support for those who have been bullied
- a system of clear, fair and consistent responses to incidences of bullying

### **Tackling Bullying**

All stakeholders have a responsibility in tackling bullying and racism to safeguard all members of the school community.

### **Children's responsibilities (Discussed with the children)**

- Tell the perpetrator to STOP
- Tell a trusted adult in the school (this could be a teacher, teaching assistant, dinner supervisor, office staff or a volunteer)
- Tell a trusted adult at home (a family member or friend), or a responsible adult that you know.

### **Staff Responsibilities (Discussed with the children)**

- Ensure the victim is safe from harm
- Tell the perpetrator to STOP
- Speak to the perpetrator and if appropriate (follow sanctions as set out in the Behaviour Policy)- take time to hear both sides of the story

- Help the child make the right choice with regards to their actions- help them understand the consequences of their actions
- Inform the parents of both sets of children
- To report any children protection issues to the necessary outside agencies.

### **Governing Body Responsibilities**

- To ensure that the procedures are being followed in accordance with the law.

### **Parent Responsibility**

- To listen and talk to their child
- To work with the staff at school and communicate concerns or information as soon as possible.

### **Supporting victims of bullying / racism**

Each incident of bullying will be dealt with sensitively and appropriately. In every case, time will be taken to:

- Remove the victim of bullying from immediate harm.
- Listen to the child who has been bullied and agree on the support that they need.
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- Ensure that the children are dignity and consistency.

### **Awareness and Prevention of Bullying and Racism throughout the School**

Within the curriculum the subject of bullying and racism and its unacceptability is regularly addressed through the teaching of the British Values - Respect and Tolerance, PSHE, Circle Time, Assemblies and other subject areas as appropriate.

### **Child Protection - The Children Act 1989**

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Some acts of bullying may be a criminal offence. In such cases, consideration will be given as to whether there should be a referral to the Police or to the Multi Agency Safeguarding Hub.

## **Impact**

As a school we will evaluate the effectiveness of our Anti-Bullying Policy by:

- Asking our children whether they feel satisfied with the way that bullying is dealt with
- Ensuring that our children feel safe
- Asking our parents whether they are confident with the way incidents of bullying are dealt with.

More information is available from <https://www.dorsetscb.co.uk/working-withchildren/bullying-e-safety/>

## Anti-Bullying Support Agencies

Anti-bullying Alliance - Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn. <https://www.anti-bullyingalliance.org.uk/>

Kidscape - Provides training for professionals, courses for bullied children, a helpline for parents of bullied children and books, videos, free booklets and leaflets about the prevention of bullying, many in several languages. Tel: 08451 205 204 <https://www.kidscape.org.uk/>

Childline - Offers a free, 24-hour helpline and counselling service for children in distress or danger. Tel: 0800 1111 <https://www.childline.org.uk/>

Bullying UK - Provides an email advice service for children and young people as well as online help and information, for schools as well as pupils. <https://www.bullying.co.uk/>

Parentline Plus – Provides advice and links for parents. Tel: 0808 8002222 <https://www.familylives.org.uk/>

## Useful sources of information

Cyberbullying.org – One of the first website set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site. <https://cyberbullying.org/>

Think U Know – The Child Exploitation and Online Protection Centre (CEOP) has produced a set of resources around internet safety for schools. <https://www.thinkuknow.co.uk/>

Know IT All for Parents – A range of resources for primary and secondary schools by Childnet International. Has a sample family agreement. <https://www.childnet.com/>

Dorset Police Sage Schools Team – A multi-award winning Safe Schools and Communities Team (SSCT), a partnership between Dorset Police and the County's Youth Offending Team. It was set up in 2005 to prevent and reduce anti-social behaviour, crime and wrong-doing and to promote safety across communities in the Dorset County Council areas. <https://www.dorset.police.uk/help-advice-crime-prevention/safety-in-your-community/safe-schoolscommunities-team/>

Stonewall – The gay equality organisation founded in 1989. Founding members include Sir Ian McKellern. <https://www.stonewall.org.uk/>