



*“Christ’s ministry, as recounted in the Gospels, and the values he promoted through his teachings are fundamental to the life of our school in fulfilling its purpose as a Catholic institution.” (Mission Statement)*

*“The children are at the centre of all that we do and their potential to achieve is recognised. Their time in our school is characterised by a sense of belonging, security, challenge and appreciation”. Mission Statement*

## **Anti-Bullying Policy**

It is the responsibility of all members of the school community at St Aidan’s to promote good behaviour and discipline in line with the agreed discipline 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 intimidatory behaviour. It may be:

- Emotional: tormenting; humiliation
- Physical: pushing; kicking; taking belongings
- Psychological: intimidation; spreading rumours; exclusion from social groups or activities
- Verbal: name-calling, including the use of racist comments; comments that refer to being different; sarcasm; persistent teasing

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 possession
- 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 are involved at the discretion of the class teacher
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. It is the responsibility of parents to liaise with subsequent class teachers if they deem it necessary.
8. If problems persist parents may make an appointment to meet with the Deputy Head.
9. The Deputy will refer the matter on to the Head where appropriate.
10. In some cases the matter may be drawn straight to the attention of the Head.
11. A programme of support is initiated to support the victim and the bully.
12. Weaknesses in our provision will be addressed where identified to meet the needs of all the children. The time scale for steps taken will be dependent on individual circumstances. It is crucial that parents work closely with 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.

### **Conclusion**

St Aidan's is a "telling school" where anyone who sees bullying or has it done to them tells an adult.

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

**Throughout this process, we recognise the Christian values of reconciliation and forgiveness and therefore the importance to solve the problem rather than merely to punish the bully.**

*"We aim to be a worshipping, celebrating, reconciling school, living and growing with Christ."  
Mission Statement*

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