



# Anti-bullying Policy

## OVERVIEW

This Policy is set within the context of the School Mission Statement:  
**“I come that they may have life and have life to the full”**  
**John 10:10**

At Holy Rosary, we committed to keeping our children safe and nurture their well-being. We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our children.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
  - Advance equality of opportunity between people who share a protected. Characteristic
- Protected characteristics are:
- ♣ age
  - ♣ being or becoming a transsexual person
  - ♣ being married or in a civil partnership
  - ♣ being pregnant or having a child
  - ♣ disability
  - ♣ race including colour, nationality, ethnic or national origin
  - ♣ religion, belief or lack of religion/belief
  - ♣ sex
  - ♣ sexual orientation and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Holy Rosary, we are dedicated to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. In line with Keeping Children Safe 2018 all incidence of bullying is reported to SLT. This policy is closely linked with our Behaviour Policy, our Safeguarding Policy.

## OBJECTIVES

- We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all children.
- We aim for all children to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.
- To ensure that all staff respond swiftly and effectively with allegations or suspicions of bullying.



# Anti-bullying Policy

## **BULLYING DEFINITION**

Bullying is 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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. (DfE – Preventing and tackling bullying – July 2017)

## **STRATEGIES**

1. All staff have responsibility for ensuring any form of bullying is dealt with swiftly and effectively.
2. All allegations of bullying is taken seriously and explored with the children involved.
3. All staff are vigilant for signs of bullying.
4. All forms of bullying is to be reported on cpoms.
5. Raising awareness of bullying and prevention is essential to keeping incidents in our school to a minimum. This will be done through assemblies, PHSE, anti-bullying week as well as regular opportunities to discuss what bullying is.
6. Ensure the behaviour policy is adhered to and all classes have their individual Code of Conduct displayed as well as the behaviour expectations.
7. Parents to be informed of any bullying incidents their child has been involved in.
8. All racist and homophobic incidents will be reported to the LA.
9. School have the right to investigate incidents of bullying that occur outside of school and deal with them in the appropriate manner.

## **OUTCOMES**

At Holy Rosary RC Primary School, all children have the right to attend a learning environment where they feel safe to be themselves and do their best. This policy will promote the excellent ethos of the school. It will ensure that children and staff are happy and that they enjoy coming to school. It will underpin excellent teaching, learning and progress. It will promote the high standards and high expectations.

Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Holy Rosary Governing Body will determine, support, monitor and review the school policies on anti-bullying. In particular they will monitor the effectiveness of the school's policy through the school self-review processes and assess its impact.

## Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy. All data will be handled in accordance with the school's Data Protection Policy.

Data Audit For This Policy					
What?	Probable Content	Why?	Who?	Where?	When?
Registration / Admissions Data Behaviour record – CPOMS & daily records	Name D.O.B. Address Telephone Medical Issues Parental Details SEN Referrals and services in support of behaviour	Monitoring and recording of behaviour in order to impact learning Emotional and physical Well-Being of Your Child Communication	Teachers, SLT & Governors LA	Record of bullying incidents all recorded on CPOMS Records form meetings scanned and added (Shredded immediately)	Held on File Throughout Child's Time at School Passed onto New School When Moving Computer Retains Copy of Records in 'Archive'

As such, our assessment is that this policy:

Has Few / No Data Compliance Requirements	Has A Moderate Level of Data Compliance Requirements	Has a High Level of Data Compliance Requirements
✓		

**Revised and adopted by the Governing Body on:** 27<sup>th</sup> November 2019

**Signed:** *P.Devine*

**Date to be reviewed:** November 2021