

**OUR LADY OF THE ROSARY RCVA  
PRIMARY SCHOOL  
ANTI-BULLYING POLICY & GUIDELINES**



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## **Statement of Principle**

Our Lady of the Rosary School seeks to provide a safe, secure and positive environment in which children and young people can develop and grow making full use of the range of facilities available to them.

Children, young people and the adults involved with them are entitled to be treated with respect and understanding, and to participate in any activity free from intimidation.

Our Lady of the Rosary School seeks to ensure that staff

- Actively listen to children and young people;
- Act appropriately on information received; in order to ensure that a safe, secure, positive environment exists.

## **The Nature of Bullying**

Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can bully. The nature of bullying is changing and evolving as technology develops.

Bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and sometimes even suicide. Bullying generally fits into one of two categories: emotionally or physically harmful behaviour. This includes: -

Name calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; text messaging; emailing; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours.

Definitions are different and individuals have different experiences; however from the accounts heard from children and young people, bullying is considered to be;

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or group
- An imbalance of power leaving the victim feeling defenceless

Some individuals may feel that they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should be taken seriously.

In more serious instances where adults abuse their power over a child or a child does over another child, bullying may be viewed as child abuse and should be seen within this context.

Bullying is always damaging to those involved. The victim, the bully and those who witness or even know about the bullying are affected.

### **Victims**

Victims may spend their lives in fear. They often feel isolated from their peers and may believe that it is something about themselves which has led the bully to pick on them.

The victim's life may be characterised by unhappiness, a sense of desolation and desperation and exclusion from normal social experiences. These feelings can permeate all aspects of the victim's life and may lead to a strong desire to escape the situation by running away from home, truanting from school, and in some cases, self harming or taking their own life.

The victims of bullying may have reduced self-esteem and self-worth and their performance in school and other areas often deteriorates.

Research evidence has shown that victims of bullying may be more likely to experience mental health problems. Victims of bullying may well become socially excluded – which is a clear risk factor to becoming engaged in crime.

### **Bullying Behaviour**

Bullying behaviour is not a natural part of growing up and should not be seen as such.

Children and young people who bully are unlikely to stop while they can continue unchallenged.

### **Others**

Bullying behaviour does not just affect the victim and the perpetrator. Those who witness or know of bullying may live in fear that it will be their turn next.

Bullying promotes poor models of behaviour and may encourage others to imitate these models. Children and young people who have been bullied in one setting may well become bullies in another.

For children transferring from primary to secondary schools the fear of bullying is alleviated through regular information sessions with our feeder secondary school St Bede's.

Evidence has shown that bullying is a concern for parents and children of all ages.

## REQUIREMENTS

The staff at Our Lady of the Rosary School recognises and states categorically that bullying is unacceptable and will not be tolerated.

## EXPECTATIONS

The staff at Our Lady of the Rosary School will ensure:

- All adults, children and young people should be alert for signs of bullying;
- The issue of bullying should be discussed openly and regularly;
- They will develop close links with agencies which might help reduce bullying behaviour;
- They will make a commitment to take effective and appropriate action in dealing with bullying behaviour;
- They have appropriate mechanisms for:
  - making children and young people who allege they have been bullied immediately safe
  - investigating incidents and clearly stipulating what action will be taken as part of that investigation
  - recording incidents and the subsequent action taken
  - giving consideration to confidentiality issues
  - involving parents and other organisationsMonitoring and evaluating the actions taken
  
- Staff at Our Lady of the Rosary School will provide appropriate support for the victims of bullying;
- They will provide appropriate help for those involved in bullying behaviour;
- They will conduct an audit to identify **where** and **when** bullying is taking place and to use this to inform the action they take;
- They will have to give careful consideration to how their Anti-Bullying Policy links with the Child Protection procedures.

## **Anti-Bullying Policy Guidelines**

### **1. Introduction**

Bullying is a problem for everyone. The victims of bullying are not the only ones damaged by bullying. Those who watch and are aware of bullying are also harmed.

We know from experience that children and young people who are being bullied often find it difficult to tell someone. Part of this difficulty can stem from their uncertainty about what will happen if they **do** tell. By making available clear guidelines, we can go some way to overcoming this difficulty.

These guidelines are based upon three important points:

- We cannot expect children and young people to draw attention to bullying when it happens – the adults must accept responsibility and take steps to make sure that they are aware of what is happening.
- It is up to **all** adults within an organisation to take bullying seriously, and to do something about it.
- Adults must be a positive role model in the way they treat other adults, or children and young people. Their own behaviour must not be seen to encourage bullying.

### **2. Signs of Bullying**

The behaviour of children, young people and adults is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes.

There is a need to be alert to the possibility that bullying is occurring. These are some signs which need to be investigated sensitively: -

The child or young person may:

- Become withdrawn, clingy, moody, aggressive, unco-operative or non-communicative.
- Behave in immature ways, e.g. revert to thumb sucking or tantrums.
- Have sleep or appetite problems.
- Have more difficulty in concentrating.
- Show variation in performance.
- Have cuts, bruises or aches and pains without adequate explanation.
- Request extra money or start stealing.
- Have clothes or possessions which are damaged or lost.
- Complain of illness more frequently.
- Show a marked change in a well-established pattern of behaviour e.g.  
A sudden loss of interest in a previously favoured activity  
Changing times of coming to and going from the house  
A reluctance to (or no longer wishing to) leave the home

A request to change school, youth club, etc.  
A refusal to return to a place or activity

### **SOME VICTIMS OF BULLYING DO NOT APPEAR TO REVEAL ANY OUTWARD SIGNS**

**THESE SIGNS CAN ALSO BE AN INDICATION OF OTHER PROBLEMS AND MAY NOT ALWAYS BE LINKED TO BULLYING**

### **3. Guidelines for Staff**

**Children and Young People have the right to be safe. All staff have a responsibility to keep them safe.**

All staff are aware of the need to raise anti-bullying issues regularly. For successful implementation, there is effective monitoring of the frequency and nature of bullying within the school.

The following actions are taken to ensure that awareness of bullying is raised within the school: -

- Review the Anti-Bullying Policy annually.
- Keep staff, governors and young people informed of developments on bullying issues by posters, leaflets, white-boards and in schools, assemblies and PSE lessons.
- Specify clearly those types of behaviour that are considered to be bullying and therefore unacceptable.
- Positively encourage co-operative behaviour.
- Reward non-aggressive behaviour.
- Provide support to victims of bullying
- Provide support to those alleged to be bullying
- Provide staff training about bullying.
- Review arrangements for supervising young people, particularly if areas where bullying occurs regularly are identified.
- Maintain supervision in “trouble spots” in the physical environment.
- Make the environment attractive and “owned” by the young people.

### **Immediate Action for Staff**

#### **ENSURE THAT BULLYING INCIDENTS ARE DEALT WITH PROMPTLY**

The following actions are appropriate for use with **both** children and young people who are bullied and those who are involved in bullying.

- Ensure the immediate safety and well-being of children and young people
- Protect and support all parties while the issues are resolved
- Take the necessary steps to stop the bullying
- Listen to and treat children and young people sympathetically and take their concerns seriously
- Encourage children and young people to discuss the incidents of bullying
- Involve children and young people in the discussion about what action will be taken
- Consider a range of strategies to ensure that bullying does not occur again
- Record incidents and actions being taken and bring them to the attention of the named person
- Inform parents and discuss the situation with them calmly
- Maintain contact and work with parents
- Respond calmly and consistently

## **LISTEN, TAKE ACTION, RECORD AND FOLLOW UP**

### **4. Ideas for Children and Young People**

#### **YOU HAVE THE RIGHT TO BE SAFE. YOU HAVE THE RIGHT TO EXPECT OTHERS TO KEEP YOU SAFE.**

Some of the following ideas come from young people themselves, from discussions at conferences and elsewhere.

#### **Speak out about bullying**

Don't be embarrassed or ashamed about speaking out about bullying and asking for help.

Choose who can help.....think about how:

Your parents can help

Your friends can help

Other adults you trust can help

Speak out about bullying, talk about what is happening and how it makes you feel.

Some people pretend bullying does not exist, this can be hard, but you can still help yourself and can ask others to help you.

Sometimes it is easier to write or draw rather than talk. It is a good idea to keep a diary of incidents.

#### **Take Action**

Get together and talk with friends.

Look for posters or leaflets on bullying, the internet can be useful, or you could contact the "Ask Buddy" website ([www.durhamlea.org.uk/abs](http://www.durhamlea.org.uk/abs)).

Put up posters and hand out leaflets.

Organise an Anti-Bullying Campaign.

Join in activities to stop bullying.

Find out if there is a group for children and young people that you could go to, to talk about bullying (for example, many schools have Peer Support Groups).

### **Dos and Don'ts**

Do support and befriend the victims of bullying

Do support friends when they are being bullied

Do help others to have confidence to tell someone

Do think of each other's feelings

Do be aware of bullying and look out for it

Do report it, if you witness bullying

Do find out what your school or other organisation says about bullying – most organisations have ways of dealing with bullying

Don't ignore the problem

Don't join in even if everyone else seems to

Don't join in because you're frightened you might be picked on

Don't pick on others or tease

Don't name call

Don't keep quiet about bullying

### **Remember**

Bullying can make children feel scared and alone.

Bullying might mean: Name-calling

Hitting

Ignoring

Scaring

Picking on

Teasing

Rumour spreading

Nasty text messages, e-mails or phone calls

You should not be silent when you are being bullied

Telling about bullying isn't telling tales or grassing

Bullying is wrong and should be reported  
Both adults and children bully  
No-one deserves to be bullied  
Bullying is everyone's problem  
Children who bully others need help too, by telling you will get them the help they need so they won't bully others.

## **5. Guidelines for Parents/Families of Children being Bullied**

If you suspect your child is being bullied:

- Talk to your child about what is happening;  
Be calm  
Show sensitivity  
Show concern  
Reassure your child that he or she is not to blame
- If at all possible, act with your child's agreement;
- Contact someone in the school
- Expect the organisation to take you seriously and take appropriate action;
- Maintain contact and work with the school.

### **Some Do's and Don'ts**

Do listen to your child  
Do take your child's concerns seriously  
Do encourage your child to tell you what has been happening and in particular to report any trouble that has been encountered  
Do help your child to try and find a safe solution  
Do talk to the organisation  
Do look for signs of distress shown by your child

Don't ignore your child if they say they are worried about being with certain people or in certain places  
Don't tell your child: "Just put up with it". Bullying is never acceptable. Action needs to be taken to stop bullying.  
Don't tell your child to fight back. The bully may be stronger. Your child could be hurt or get into trouble.  
Don't immediately rush off and deal with the situation yourself, let the school know and leave it to them to deal with.  
Don't approach the parents/carers of the perpetrator as this can make things worse.

**YOUR CHILD HAS THE RIGHT TO BE SAFE. YOUR CHILD HAS THE RIGHT TO EXPECT OTHER PEOPLE, INCLUDING YOURSELVES, TO HELP KEEP HIM OR HER SAFE.**

**6. Homophobic Bullying (Bullying someone about their sexual preference, i.e. calling someone “gay” or “lesbian” whether they are gay/lesbian or not)**

**It is recognised by the school that;**

- Homophobic bullying can and does exist.
- They will have contact with children / young people who are at some point questioning their sexuality and as a result are either being bullied or at risk of being bullied.

**Staff;**

- Have strategies in place to address presenting issues and adopt an environment where children / young people feel that they can talk honestly and openly about homophobic bullying.
- Adopt a clear policy in terms of confidentiality and the handling of issues regarding homophobic bullying.
- Be aware that they may be the initial point of contact for children / young people not only suffering homophobic bullying, but for those questioning their sexuality and as such may feel reluctant to seek or want parental involvement.
- Encourage a positive, understanding and inclusive environment for all children / young people irrespective of their sexual orientation or those not conforming to rigid stereotypical gender roles.
- Develop an environment where homophobic language is not tolerated or used as a way of name-calling.
- Observe the Our Lady of the Rosary School Bullying and Harassment Guidelines for staff

**Other sources of reference**

DfEE Circular 10/99 (Social Inclusion: Pupil Support)

DfEE Document ‘Bullying, Don’t Suffer In Silence’ (2000)

DfEE Sex and Relationships Education Guidance (2000)

*(Further details from [www.DfES.gov.uk](http://www.DfES.gov.uk))*

**7. Racist Bullying (bullying someone because of their skin colour or culture)**

Racism and bullying are major concerns for all children and young people. Staff at Our Lady of the Rosary School will not tolerate any form of racial harassment of pupils, users or staff in school.

Within school, the monitoring of incidents will ensure that patterns of behaviour are recognised and measures are put in place to respond appropriately to this.

Black and minority ethnic communities, including Asylum Seekers, Refugees, Gypsies and Travellers, have historically faced discrimination in all areas of their life. Discrimination has more often than not been on the grounds of colour, race, religion and national origins, which have led to racist attitudes and practices.

Racism operates in all aspects of life, including within educational establishments/children's organisations both at an institutional and personal level.

Racial harassment can take a number of different forms of which bullying is one. Discriminatory incidents and bullying both require to be dealt with in similar ways both reactively and proactively and therefore combined monitoring will ensure that every incident is dealt with and in the same way. Awareness raising through curricular/non-curricular activities is encouraged. Staff at Our Lady of the Rosary School should be always alert to this and ensure that they always try to challenge racism in all its forms and challenging any behaviour, which might be construed as racist or likely to incite racism.

Our Lady of the Rosary School aims to promote multi-culturalism by valuing diversity of culture in County Durham, promoting understanding and raising awareness so that all citizens can live in an harmonious society whilst appreciating differences.

It must be emphasised that any form of discriminatory practice is unlawful and will not be tolerated. No one should be made to feel inferior, isolated and unable to report any negative behaviour.

A racist incident is *"Any incident which is perceived to be racist by the victim or any other persons and this includes crimes and non-crimes."*

Institutionalised racism is defined as:

*"the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people."*

Racist incidents may be in the form of :

- Assault – physical/sexual
- Attack
- Arson
- Bullying
- Criminal damage
- Graffiti
- Harassment
- Malicious phone calls

- Theft
- Threatening behaviour
- Verbal abuse
- Written/printed material

Racist incidents should be dealt with in the following way :

- Confidentially, promptly and sensitively. Victims should feel reassured that the situation will be handled in a professional manner
- Witnesses identified and statements taken
- Victim kept informed and appropriate support provided
- Records kept of all contact with the victim
- Completion of all relevant documentation, recording as much information as possible
- Awareness of the Data Protection Act 1998 with regard to the disclosure of information

Please also refer to the following documents available on the CNET at [www.durhamlea.org.uk](http://www.durhamlea.org.uk) –

Recording, Reporting and Responding to Racist Incidents  
Tackling Homophobia

#### **8. Mobile Phone/E-Mail Bullying**

#### **Some guidelines for Children/Young People**

##### **Mobile Phone Bullying**

**Do not reply.** Save incoming numbers/text messages to show an adult.

Tell an adult straight away. Ask the adult to contact your network provider who may be able to change your number/block incoming calls/texts from that number.

Do not tell everyone at school/home your mobile phone number, tell only close friends and family.

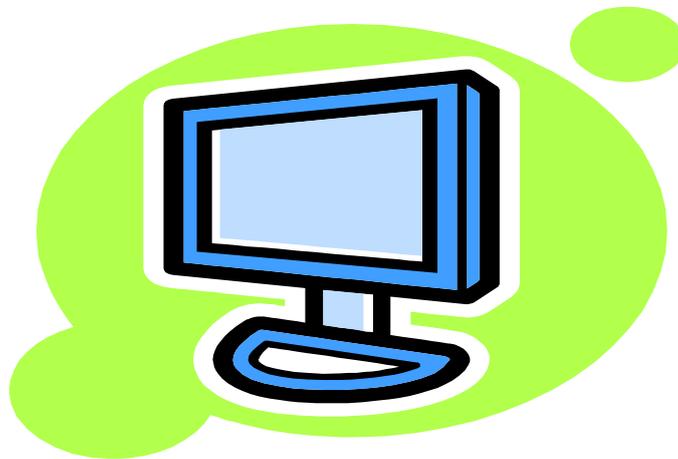
Do not switch on your phone at school, or show it around at school.

If you are shown “Slap Happy” material, inform an adult as soon as possible. This is a very upsetting new craze of hurting someone physically and then taking photographs or video footage on mobile phones to pass around. If you receive any footage, save it and inform an adult, this practice is illegal and must be stopped.

##### **E-Mail Bullying**

Again, **do not reply**, save e-mails to show an adult. Keep your e-mail address private, tell only close friends and family.

If it occurs in school, make sure you tell a member of staff immediately.



#### **SOME USEFUL CONTACT DETAILS**

**The County Durham Anti-Bullying Service**  
C.D.E.D.C.  
Enterprise Way  
SPENNYMOOR  
Co Durham  
DL16 6YP

Tel: 01388 424955

[www.durhamlea.org.uk/abs](http://www.durhamlea.org.uk/abs)

**The Anti-Bullying Alliance (ABA) North East Regional Co-ordinator**

**Val McFarlane**

(As above)

## **Parents Resources**

### **NSPCC**

**Behave yourself!** A free guide which provides advice on positive ways of encouraging good behaviour in children.

**Parenting: A rough guide** written to encourage parents to work out positive ways of dealing with their children's difficult behaviour.

**Stop the Violence** A short booklet produced by the NSPCC for parents on keeping children safe. Covers violence in the home, violence at school and in the community. Gives some suggestions for how parents can make a difference.

Contact: - NSPCC Publications 0207 825 2772

### **Bullying Online**

A useful website with information and advice – [www.bullyingonline.org.uk](http://www.bullyingonline.org.uk)

### **Helplines**

**Anti-Bullying Campaign** Operates a helpline offering advice for parents and counselling for children who are being bullied. Tel 0207 378 1446.

**ChildLine** Children can write or phone free of charge if they have a problem of any kind. Write to: Freepost 1111, London N1 OBR. Tel: 0800 11 11.

**Kidscape** For parents of children who have been bullied. Tel: 0207 730 3300 (Mon – Fri 10 – 4)

**NSPCC Child Protection Helpline** Free 24-hour service which provides counselling, information and advice to anyone concerned about a child at risk of abuse. Tel: 0800 800 500 or text phone 0800 056 0566.

**Parentline** A national help line for anyone who is parenting a child and who is in need of guidance, information or emotional support. Tel: 08088 002222.

**Women's Aid Federation of England** Services for women and children experiencing domestic violence. Tel: 0345 023468.

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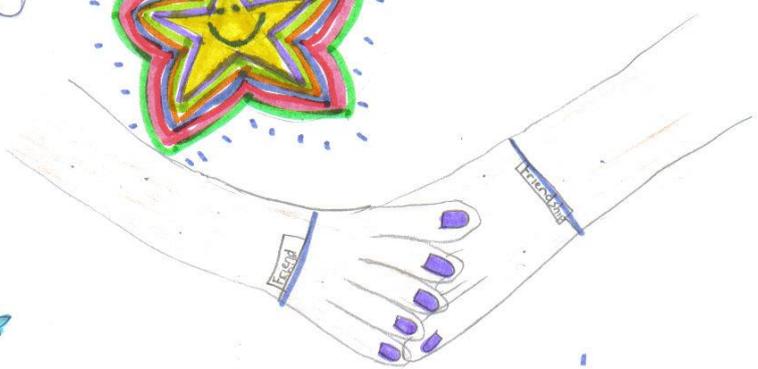
C onsidering  
O pportunity

U nderstanding  
N o bullying  
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D etermination  
U nderstanding  
R esponsible  
H elp

A ccomplishments  
M aking the right choice



Don't let bullies rule your life!!!



Smile!!!!