



Reviewed April 2015
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MANAGING AND REDUCING BULLYING OF CHILDREN BY CHILDREN

ST OSWALD'S CATHOLIC SCHOOL
POLICY FOR MANAGING AND REDUCING BULLYING OF CHILDREN BY
CHILDREN

In addition to this policy, please refer to the WBC Model E-Safety Policy.

Statement of intent:

We regard bullying as particularly serious and will always take action against it where proven.

Taking the time to gather the facts is always a necessary precursor to taking action in respect of alleged bullying.

Parents of victims/bullies should always be informed of the school's action or proposed action.

The following lists are not exhaustive.

Definition of bullying:

Incidents of bullying may include-

- Name calling
- Malicious gossip
- Damaging or stealing property
- Violence or assault
- Pinching/pushing/kicking
- Jostling
- Teasing
- Intimidation
- Ostracising
- Cyber Bullying

Bullying in any form including cyber bullying will not be tolerated at any level between any members of our school community, including adult to adult, adult to child, child to child, child to adult.

Children may become victims for the following reasons:

- Race/Sex/Class
- Being new to the school
- Child with family crisis
- Disability- or being different in any way
- Being timid or unassertive or lonely
- Being a younger child

Children may become a bully for the following reasons:

- Previous victim of violence/bullying
- Copying behaviour
- Enjoyment of power
- Low self esteem

Early signs of distress may include:

- Withdrawn
- Work/attitude deterioration
- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness
- Late arrivals
- Bed wetting

Framework for counter acting bullying

1. Encourage the caring and nurturing side of children
2. Work for a caring, cooperative ethos (designing opportunities for cooperation within the class)
3. Discuss friendships
4. Use assemblies to explore these issues
5. Use school assemblies/circle time/dining room tables to encourage caring and cooperation
6. Ensure adequate supervision in playgrounds, classrooms etc...
7. Positively encourage caring and discourage bullying
8. Honest and open relationships with parents

Parents

Parents should be dissuaded from using/accepting comments that either condone or excuse bullying or being bullied.

GENERAL PROCEDURES FOR DEALING WITH BULLYING

- Remember – being watchful is supporting the school's drive against bullying
- Do not bully the bully – this is self fulfilling
- Take great care to find out why a bully is bullying
- Give support to the victim – he/she needs self esteem and self value
- Give support to the bully – he/she needs opportunities to work with others
- Reward non aggressive behaviour, particularly when used as a deliberate response to dealing with conflict
- Follow up all incidents of bullying and prevent reoccurrence
- Use peer group pressure and disapproval

SPECIFIC PROCEDURE FOR DEALING WITH BULLYING

1. Ascertain the facts from as many 'independent' sources as possible before deciding upon a course of action.
2. Whether or not action ensues, brief both the victim and bully's class teacher, ideally the same day.
3. If action is appropriate, determine it's nature, if in doubt, consult the team leaders, Deputy or Head Teacher.
4. Should action follow investigation, inform both the victim's and bully's parents informally – This remains the class teacher's responsibility regardless of who takes action.
5. Record all incidents and action with the children in the school logbooks.
6. The sanctions that may be applied should be in line with the school's policy on behaviour and discipline.
7. Involve the school's SEN coordinator where appropriate.
8. The Head Teacher may involve the pupil disciplinary sub committee of the Governing body if she feels it is appropriate.
9. ALWAYS BRIEF THE HEAD TEACHER CONCERNING ANY INCIDENCES OF BULLYING.

POLICY REVIEW

This policy will be reviewed annually by staff and Governors