

St Joseph's Catholic
Primary School

Anti-bullying Policy



*'Learn together
and grow in God's love.'*

Aims

At St. Joseph's the Mission Statement makes clear that we aim to support our pupils to '*Learn and Grow in God's Love*'; through the best possible quality of education, guided by the teachings of Christ and His Church. This is only achievable if the pupils are provided with a caring, friendly and safe environment so they can learn in a relaxed and secure environment. Any pupil displaying bullying behaviour will need to accept responsibility for their actions, to know the consequences of unkindness in order to change their behaviour, to reflect and finally to be reconciled.

We do not condone bullying in any shape or form. We feel that prevention is better than cure. Preventative tactics are put into operation throughout the school day and all incidents are recorded consistently. The class teacher will deal with any incidents but if it is felt necessary, the Headteacher will be informed. All parents will have access to a copy of this policy.

In our school we teach those Christian values which we believe will encourage a loving, respectful community. We aim to create a desire in children to want others to be happy and contented and feel valued. We realise that not all human actions are good.

What is bullying?

Bullying can be described as being "a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully". Bullying usually has three common features:

- It is deliberate and hurtful
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves
- Bullying can involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing the property of the victim, cyber bullying or coercing the victim into acts which they do not wish to do.

- Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else.
- Bullying in the form of emotional or psychological aggression is less visible to a member of staff but very painful to the victim. No-one at St. Joseph's will tolerate physical, emotional or psychological bullying.
- The school works very hard to ensure all pupils know the difference between bullying and simply "falling out".
- It is the right of every child and member of staff at St Joseph's to feel safe from verbal, mental and physical abuse on their way to and from school and whilst in school.

Cyber Bullying

Cyber bullying can be defined as the use of information and Communications technology (I CT), particularly mobile phones and the internet, deliberately to upset someone else.

Cyber bullying includes:

- text message bullying
- picture/video-clip bullying via mobile phone cameras
- phone call bullying via mobile phones
- e-mail bullying
- chat room bullying
- bullying through instant messaging
- bullying via websites

Although similar in many respects to other forms of bullying, it also carries some very specific features:

- it invades both home and personal space
- the size of the audience can be vast
- electronically circulated messages can be difficult to control
- the bully can feel relatively anonymous
- it can have a large number of 'bystanders' or 'accessories'

- much (if not all) of the bullying may take place out of school
- the Acceptable Use Policy identifies how the internet should be used.
- Mobile phones for children are not routinely allowed on the school premises and pupils must leave their mobile phones in the school office.
- Staff should be alert to the dangers of distributing their own mobile number or e-mail address and the risks in using social networking sites.

Vulnerable groups

Within our school community, we have a number of pupils who may be considered more vulnerable to bullying on the basis of their perceived difference from others. These vulnerability factors may include race and ethnicity, emotional vulnerability, EAL and communication needs, disability, learning needs and Looked after Children. As a school, we monitor carefully and ensure that identified children remain safe at all times. The Senior Leaders review any changing circumstances or particular needs of individuals. Additional support is provided.

What we ask pupils to do

- If someone is doing or saying something that a pupil does not like, they will tell that person to "stop" and use the 'stop hand-sign'. They will then tell them firmly that they do not like what they are doing.
- If a pupil is being bullied, a teacher must be informed, preferably the class teacher or an adult they feel comfortable with.
- If any pupil feels that a complaint has not been dealt with, the Headteacher must be informed.
- Always tell a parent or friend.
- Talk about the incident and explain why you find it hurtful or unacceptable. It is important to speak out.

What we ask parents to do

- Reinforce the message that bullying is not acceptable behaviour. No-one should hurt or cause upset to others.
- Never tell your children to hit or kick anyone they do not like or who upsets them.
- Encourage your child to talk about incidents.
- Encourage your child to tell a member of staff.
- If your child is unable to do this, please approach the class teacher yourself.
- If you have raised the matter and still feel it has not been dealt with, please see a member of the SLT or the Headteacher.
- If your child has done something wrong, please support the teacher. The teacher must have your full co-operation if progress is to be made.

Our commitment to Pupils and Parents

We will do everything we can to ensure that no child is bullied at St. Joseph's. If any matter is drawn to our attention, we will investigate what has happened and deal with the children concerned. We will take incidents very seriously.

Action taken when incidents have been reported

- The initial responsibility for discipline in the classroom situation lies with the class teacher. No teacher will accept poor behaviour.
If punishment is deemed necessary, the school guidelines must be followed. (See school Behaviour Policy)
- If a matter is regarded as a severe breach of discipline, then the Headteacher should be informed, along with the parents.
- Such incidents will be discussed with the Headteacher with appropriate action taken.
- All staff are reminded that it is against the law to administer corporal punishment to a child. Any member of staff doing so is open to a civil charge of assault.

- If incidents occur on the playground, the teacher on duty or midday supervisor will inform the appropriate class teacher.

The Role of the Head Teacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in the school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil has been punished.

The Role of the Teacher and Support Staff

- All staff at St Joseph's take all forms of bullying seriously and seek to prevent it from taking place.
- Teachers and support staff will report incidents on a 'Bullying Form' this is then given to the Headteacher. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher the teacher informs the child's parents.
- In the school office there is an anti-bullying folder in which staff record all incidents of bullying that occur both in and out of class.
- When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim,

and punishment for those involved in bullying behaviour. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in the future. If a child is repeatedly involved in bullying the Headteacher is informed. The child's parents are then invited into the school to discuss the situation.

Monitoring and Evaluation

- This policy will be monitored and the effectiveness will be evaluated in the light of the numbers of bullying incidents recorded, staff response to bullying behaviour and any concerns of children, staff and parents regarding bullying.
- All members of the SLT are responsible for responding to incidents of bullying and the Headteacher, have specific responsibility for ensuring the procedures of this policy are followed.
- The Governors will be informed of all incidents of bullying and the numbers of incidents will be reported annually.

Victims may be pupils who

- are new to the class or school
- have special educational needs
- are different in appearance, speech or background
- suffer from low esteem
- are more anxious or nervous
- are in the wrong place at the wrong time and who act incorrectly
- have high levels of absenteeism
- appear lonely with few friends and have difficulty setting themselves in a peer group
- show deterioration of work

Anti-Bullying Action

- action will be taken as quickly as possible
- the victim will be reassured and offered concrete help and

advice

Victims need their self-esteem raised through activities designed to improve their social skills

- the school will make it plain to the bully that we disapprove. However, bullies need help too. They need to be made aware that they can gain satisfaction through working with others rather than in confrontational or competitive ways
- school management and/ or other appropriate persons will be informed
- colleagues will be informed if the incident arose out of a situation where everyone should be vigilant
- the Headteacher will inform both sets of parents and have a constructive plan to offer either side
- persistent bullying will have a fixed term exclusion and in very serious cases, a child may be excluded permanently

Preventative Tactics

- All pupils should know the school cares about bullying (discussed in PSHE lessons)
- All pupils should know that it is important to speak out and say no to any form of bullying
- At St. Joseph's, the SLT and Headteacher are responsible for pastoral care
- There are clear procedures for integrating new pupils into our school (monitors, playground buddies, they are shown around the school)
- The curriculum is used wisely. Messages about acceptable behaviour are transmitted in the classroom
- There are positive ways of getting the message across through drama, discussion and games. Discussion and roleplay are used to explain issues related to bullying and to give individual children confidence to deal with bullying. Assemblies are also used to raise awareness. PSHE sessions are used as a means of discussion whereby the teacher allows children the opportunity to speak about an issue. These sessions can provide a forum for

discussion of important issues, relationships, equal rights, friendship, justice and acceptable behaviour

- Parents are informed. They should know that the school acts to prevent bullying and does not just deal with bullying incidents.
- Hidden corners are regularly visited by staff
- All non-teaching staff must follow our guidelines
- The Midday Supervisors must inform the class teachers of any incidents
- Staff will investigate every allegation of bullying recording the date, time, place and names of children involved on the record sheet. Children's play patterns will be observed by the staff and notes made of all children who appear isolated or unhappy. Class teachers will be informed

All serious incidents must be reported to the Headteacher.

St Joseph's Bullying Report Form



Location/event:

Date of incident:

Time of incident:

Type of behaviour displayed/experienced: (Please Tick)

Isolation/being ignored or left out		Possessions/kit taken or damaged	
Physical/being hit or hurt		Forced into actions against will/hazing	
Verbal (name-calling, taunting, mocking, threatening)		Written	
Cyber (On-line, social media, email, text, posting photos/videos)		Spreading rumours	
Other (please specify)			

Names of individuals involved:

		Gender	Age	Role*
1				
2				
3				
4				
5				
6				

***Role: V Victim P Perpetrator A Associate B Bystander**

Where did bullying behaviour occur?

Classroom	
Playground	
Dining Hall	
ICT Suite	
Other (specify)	

Are there indications that the behaviour was related to any of the following:

General appearance/body image		Race/ethnic origin	
Disability/SEN		Sexual orientation	
Gender/Sexism/homophobia/transphobia		Home circumstances	
Religion		Sports ability	

Brief summary of the behaviour:

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Action taken:

Overall (include details if incident referred on):

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With each individual involved (noted on page 1):

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"Action Taken", include any sanctions, exclusions, parental involvement, or involvement with external agencies.

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Form completed by:

Date:

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