

Anti-Bullying Policy

Mission Statement

Jesus light our way on our faith journey. Be our guide, our joy and our hope, as we learn, live, love and pray together.

At St Joseph's Catholic Primary School we believe that all have a right to learn and work in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour and relationships. It is made clear that bullying is a form of anti-social behaviour and that it is wrong and will not be tolerated.

The aim of the anti-bullying policy is to ensure that bullying is tackled effectively in our school. This policy is linked to our SEND Inclusion Policies, Equal Opportunities Policy, Behaviour, Care and Discipline Policy and R.E (PSHE / Citizenship) Policies.

What do we mean by bullying?

"Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally"

(DCSF 2007 Safe to Learn)

Bullying can occur through several types of anti-social behaviour. It can be:

- a) Physical:
A child can be physically punched, kicked, hit, spat at, etc.
- b) Verbal:
This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- c) Indirect:
For example, spreading rumours (see also using technology)
- d) Using technology:
For example bullying by text, email, messenger service, social media
- e) Exclusion:
A child can be bullied simply by being excluded from discussions/activities.
- f) Damage to Property or Theft:
Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

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Children with special educational needs or disabilities have described other forms of bullying which they experience:

- g) Manipulative behaviour:
For example being made to steal from a shop or undertaking a humiliating task
- h) Conditional friendships:
Such as being allowed to be part of the group if the victim agrees to certain behaviours or encouraged to exclude from friendship groups
- i) Bullying that deliberately takes advantage of or exploits their disability
People can be bullied for different reasons or no reason at all. Bullying can be related to:
 - Race, religion or culture
 - Special educational needs or disabilities
 - Appearance or health conditions
 - Perceived sexual orientation and homophobia
 - Circumstances at home
 - ANY perceived difference

At St Joseph's Catholic Primary School we are inclusive and support and acknowledge all of our children and celebrate their differences in culture, race, religion etc.

How will this school prevent bullying?

- We will share our anti bullying expectations with pupils, parents, carers, governors and staff on an on-going basis.
- We will develop an ethos where every child feels safe and valued by reliable and responsible adults.
- We will make clear our zero tolerance stance on bullying for **everyone**: adults and children alike.
- We will promote and raise awareness of anti-bullying strategies through lessons, events and assemblies. We will teach about cyber bullying and e-safety.
- We will use our 'All That I Am' week to promote anti bullying messages.
- Staff will be trained and briefed in safety and anti-bullying procedures.
- We will provide opportunities for structured play with equipment wherever possible at key times of the day (e.g. lunchtimes) in order to engage children and reduce the likelihood of bullying – lunchtime supervisors and other supervisory staff will be trained and briefed in safety and anti-bullying procedures.
- Senior leaders and governors will regularly monitor the extent of bullying in school and respond accordingly. The policy will be reviewed at least every two years, in consultation with pupils, staff, governors, parents, carers and the LA.
- Our ethos and curriculum will teach children to respect difference and value diversity

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- We will emphasise through assemblies, collective worship and RE lessons that we are all made in the image and likeness of God. We are made the way we are meant to be.
- We will develop peer support, mentoring and befriending schemes.
- We will always involve and support parents and carers.
- Newsletters will be sent to parents to inform them of our commitment of ensuring the safety and well-being of the children.
- We will have an annual focus on bullying.

What Can Children Do If They Are Being Bullied?

Each term and when incidents occur, class teachers will discuss bullying and reinforce the following strategies with children:

- a) Remember that keeping quiet will not change the situation – it might even make the bullying worse.
- b) Remember that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- f) Fighting back may make things worse.
- g) It is best to tell an adult you trust straight away. You will get immediate support.
- h) Teachers and school staff will take you seriously and will deal with the bullies in a way which will end the bullying and will **not** make things worse for you.

What do you do if you Know Someone Is Being Bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble. If you do not get the help you need – keep telling until you get help.
- c) Do not be, or pretend to be, friends with a bully.
- d) Remember Jesus taught us to love one another as he loves us.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents and carers to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.

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- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will be taken immediately.
- d) If a child has bullied your child, please do not approach that child or their parents on the playground or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately and supportively.
- i) Parents will be consulted and will be given opportunity to express their views in a survey on all areas of school life and how they feel school deals with certain issues. This includes the safety and emotional well-being of their child.

Strategies for Dealing with Bullying

This school's response to bullying is to be underpinned by:

- A strong ethos of tolerance and respect including respect for difference and diversity
- Strong leadership from the senior team on how bullying will be dealt with
- A close relationship with pupils, parents and carers so we know what bullying occurs, when, where and by whom.
- The promotion of a playground leaders scheme.
- Caring for both victims of bullying and those who bully by monitoring, observing and tracking future progress.
- We will use the CAF (common assessment framework) and pre-CAF to assess children's needs where other agencies may be needed.
- The appropriate course of action taken by the school will be dependent on the nature of the bullying (group/individual). If the bullying is a whole school issue this will be addressed in a whole school assembly where appropriate.
- We will record all incidents and monitor trends regularly.
- We will hold annual Childline assemblies.
- Our Catholic ethos.

If bullying is reported or suspected we will:

- a) Talk to the victim / suspected victim, and any witnesses. We will take steps to ensure the privacy and dignity of **all** concerned and ensure that our actions do not escalate the bullying.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at St Joseph's Catholic Primary School.
We will support both the victim and the one/s bullying to ensure the incident/s stop and do not reoccur.
- c) Parents will be informed of the incident and will be advised of the action the school will be taking or has already taken.
- d) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- e) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.
- f) An additional sanction may be to arrange for that child be escorted by their parents / carers from the school premises at times
- g) Incidents of bullying are recorded as such in the Class Behaviour book, Intervention Book and Central Behaviour and Safety Log. This information will then be passed onto senior members of staff and will help inform all members of staff involved with the children.
- h) In instances of bullying, staff and children have a line of contact to follow and know when members of that line are absent, who to contact instead.
- i) When dealing with instances of bullying we will involve the children in circle time, peer mediation and other schemes in order to promote awareness of feelings of others.
- j) Continue monitoring the situation to ensure no repetition

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