

ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL



St. Joseph's School is a learning community where the spiritual, moral, intellectual, social and physical development of the children is nurtured and developed, in a secure environment, based on Gospel values of God's Kingdom, revealed through Jesus and the teaching of His Church.

The school is committed to giving recognition, respect, understanding and value to each individual within the community and to fostering the development of personal and interpersonal growth in an atmosphere of trust and openness.

Anti-Bullying Policy

Written Jan 2019

Reviewed Jan 2021

As a school community, we aim to provide a secure and safe environment and to respect the dignity of every person involved with our school.

Bullying is wrong. It harms individual people and the whole school. We will do all we can to prevent bullying by developing a school culture where it is seen as unacceptable.

AIMS

To ensure that everyone in our school understands that:-

- Pupils and staff have a right to a safe environment where they can learn and work without the fear of being bullied.
- It is everyone's responsibility to support each other by reporting bullying incidents.
- Clearly defined actions will follow when bullying is reported.
- All reports of bullying are taken seriously.

WHAT IS BULLYING?

Most definitions of bullying consider it to be:-

- Deliberately hurtful behaviour
- It is often repeated over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms e.g.

- Physical – hitting; kicking; taking belongings.
- Verbal – name calling; insulting comments; prejudicial remarks.
- Indirect - spreading nasty stories about someone; excluding someone from social groups.

However, not all aggressive behaviour is bullying. If two people of equal power or strength have an occasional fight, fall out or quarrel, this is not bullying.

PREVENTION STRATEGIES ADOPTED BY SCHOOL

The school community includes all pupils, teaching and non-teaching staff, parents and governors. They will be informed of and involved in the Anti-bullying policy.

This will be done through:-

- Assemblies
- Newsletters
- Posters
- SMSC Education
- Staff meetings / training for all staff
- Head Boy and Head Girl
- Year 6 Prefects
- Positive reinforcement – rewards system for good behaviour.
- Close liaison with our anti-bullying service provider, to provide training for staff and pupils and to work with individuals/groups.

HOW BULLYING IS DEALT WITH

By Pupils

Pupils are encouraged to tell a teacher or adult they trust, if they are being bullied or think they are being bullied; if they witness bullying or are worried about someone who is being bullied, or may be at risk of being bullied. Where pupils may be too shy to approach adults about a matter, or wish to be anonymous, they are encouraged to use the class 'worry box'.

By Staff

Any form of bullying whether physical, verbal, sexual or racial will be dealt with in the same way. All staff are trained in anti-bullying awareness which is up-dated regularly. Support staff will report incidents to the class teacher or Head Teacher. The Head Teacher will be informed of all incidents.

Staff will:-

- Encourage pupils to be open about and discuss incidents of bullying
- Listen to and treat pupils sympathetically and take their concerns seriously
- Deal with any bullying as soon as it is reported
- Support all parties while issues are resolved
- Ensure that bullies know:-
 - What effect their actions are having
 - That their actions are not acceptable
 - Whether the Head Teacher will be informed.
 - Whether the incident will be recorded
 - What sanctions will be administered to ensure that such behaviour is not repeated e.g. Asking bullies to put themselves in the victim's position and write about their feelings.
 - Apology by the bully to the victim (written or verbal)
 - Some other sanction in line with the Management of Behaviour Policy.
- Involve pupils in discussion about what action will be taken and what they must do if bullying reoccurs
- Record more serious level incidents and any frequently repeated minor ones on the CPOMS system
- Monitor incidents.

By the Headteacher

The Headteacher:-

- Sets the school climate of mutual support and praise for success, so making bullying less likely
- Ensures that all staff are trained to deal with incidents of bullying and are aware of agreed strategies
- Ensures that all children know that bullying is wrong and it is unacceptable behaviour
- Is responsible for the investigation, recording, monitoring and review of all bullying incidents in school
- Supports the class teacher in dealing with bullying incidents
- Investigates more serious incidents
- Informs parents and holds reviews with them on a regular basis
- Keeps abreast of current strategies and "best practice"
- Liaises with outside agencies and other schools.

By Parents

If you suspect or have reason to believe that your child is being bullied, or your child is showing a number of characteristics of bullying behaviour:-

- Talk to your child about what is happening. Be calm; show sensitivity and concern and re-assure your child that he or she is not to blame.
- If your child says that they are worried about being with certain people in certain places, take this seriously.
- Parents who have reason to believe that their child is being bullied, are encouraged to contact any member of staff or the Headteacher at the earliest opportunity. Any issues will be confidential.
- Maintain contact and work in partnership with the school.

- Parents of bullied children and alleged bullies will be informed of the action the school will take and will be informed of progress where appropriate.

MORE INFORMATION

Useful information can be accessed:-

www.bullyinterventiongroup.co.uk

www.bullyingonline.co.uk

www.childline.org.uk

REPORTING

Bullying incidents will be reported by the appropriate member of staff using the CPOMS system. An assessment of the incident will be made and the situation will be monitored.

CONFIDENTIALLY

Due to the sensitive nature of all bullying concerns, confidentiality will be paramount.

COMPLAINTS

If you are unhappy with the way a case has been handled, complaints should be made in accordance with the General School Complaints Procedure, available from the School Office.

POLICY

This policy was approved by the Governing Body and will be reviewed every 2 years by the Governing Body.