



ANTI BULLYING POLICY

DECEMBER, 2012

In the light of our Mission Statement we regard bullying as particularly serious, because it undermines and is in contradiction to the Gospel Values which should permeate the life of St Joseph's School.

We encourage all children and adults to work against it and to report any incidents of bullying.

Bullying can be physical, verbal or emotional and perpetrated by a single person or a group.

Bullying can include:

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion
- Violence and assault
- Pinching/kicking
- Intimidation
- Extortion
- Ostracising

Reasons for being a victim may be:

- Race, sex or class
- Being 'new'
- A child with family problems
- A child with a disability
- A child with a difference of any kind
- A child who has communication problems

They are likely to be children who are not assertive (timid), loners with few friends, anxious or fearful children, younger children and those outside a group.

Reasons for being a bully may be:

- Being a victim of violence
- Enjoyment of power/creating fear
- Copying behaviour at home or on television
- Having been a victim of bullying

Bullying is not a not an isolated or one off incident, it is persistent and carried out over a period of time. Bullying should not be confused with bossiness or boisterous behaviour, which are rooted in immaturity and high spirits and have no vindictive intention. These types of behaviour will also be dealt with and guidance given to the perpetrators.

Signs that indicate a child is being bullied:

- Withdrawn
- Deterioration of work
- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness, anxiety or fear
- Late arrival
- Bed wetting

The above signs might well be occurring because of other causes, but bullying should be explored as a possible cause.

Prevention:

At St Joseph's we firmly believe that providing the right environment does much to prevent a climate where bullying can thrive.

- Importance of caring for each other, taught through assemblies, collective worship, RE lessons and many other areas of the curriculum
- The damage and distress caused by bullying, taught through assemblies collective worship and RE lessons and many other areas of the curriculum
- Staff vigilance and sensitivity to the needs of individuals
- Climate and culture of caring for others and an awareness that reporting bullying to adults is the correct cause of action
- The prefect system
- Circle time
- Adequate supervision in playground
- Good relationships between lunchtime supervisors and other members of staff

When incidents of bullying are identified:

- All parties will be 'interviewed' either together or separately by class teacher.
- A 'conference' of all parties is often very successful, with victim confronting Bully/bullies in safe environment
- The victim will be given the opportunity to discuss her/his feelings with a member of staff of their choice.
- Bully/bullies will be asked how they can put things right.
- It must be made very clear to any child or adult involved in bullying that it is against the teachings of Jesus and has no place in the life of St Joseph's school.
- The situation will be monitored by all the adults involved.
- If problem is not resolved the head teacher or a senior member of staff will be informed and involved.

- Bully/bullies may face a range of sanctions including withdrawal of privileges, detention (loss of playtime) and in serious cases exclusion from class or school.
- Parents of all parties may be informed.
- A meeting with all parents and children involved in the incident may be arranged.
- Outside agencies may be invited to become involved, if the problem is serious.
- If parents do not feel the situation has been properly resolved they should contact a member of the Governing Body.

Parents can help the school by:

- Sharing any concerns that they may have about bullying with the school.
- Seeking to resolve any problems as equitably as possible.
- Not giving permission to bullying by using unhelpful expressions like
 - They must have done something to deserve it
 - Hit him back
 - Don't be a wimp
 - 'Boys will be boys'
 - It will sort itself out
 - It is part of growing up
 - You must learn to look after yourself
 - Don't tell tales
- Sharing Gospel Values with their children.
- Working with the school to help both victims and bullies to develop strategies to overcome their difficulties.
- If a problem does not appear to be resolved parents should keep in touch with the school; sometimes bullying is complex and takes time and persistence to resolve.

Links with Curriculum Subjects:

The question on bullying can be tackled in Circle Time as part of PSHE, discussions in Sex and Relationships Education and Religious Education.

This policy will be reviewed in December, 2011.

