



# ANTI BULLYING POLICY

April 2018

## School Mission Statement

*In following the Gospel values of Jesus, we are called to love, to learn and to respect one another.*

Mrs McCole and Mrs Price have responsibility for leading the anti-bullying strategy at St. Joseph's Catholic Primary School and are available for parents and carers to share concerns.

### Principles and Values

St. Joseph's is committed to the well-being of the children and young people and shares Princess Diana's vision:

"Everyone needs to be valued. Every person has the potential to give something back."

With reference to our Mission Statement we regard bullying and its impact seriously because it undermines and is in contradiction to the Gospel values which should permeate the life of St. Joseph's School. Bullying will not be tolerated. Children and parents should be assured that known incidents of bullying will be responded to. We encourage all children and adults to work against and to report any incidents of bullying.

Teaching staff, other adults working in school, academy committee members, parents, carers and pupils have been consulted in the development of this policy.

### What is Bullying?

Bullying is defined as:

"Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe."

Bullying behaviour must include the four key elements:

- Hurtful
- Repetitive
- Intentional
- Power imbalance

If all these are not in place the action is not defined as bullying.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures
Physical	Pushing, kicking, biting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality

Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	Cyber bullying can happen via text, email and on social networks and gaming platforms. It can consist of: Threats and intimidation, harassment and stalking, defamation, rejection and exclusion, identity theft, hacking into social media accounts and impersonation, publically posting or sending on personal information about another person, manipulation.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEND
- Appearance or health condition
- Home circumstances (young carers, poverty etc.)
- Sexual orientation, homophobic etc.
- Young Carers

Bullying may be related to perceived or actual differences.

### **Children and young people who display bullying behaviour**

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying i.e. use of email, social network sites, texts etc.

### **Signs and Symptoms of Bullying**

A child may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs, however, these may be due to other social, emotional and/or mental health issues/needs.

- Withdrawn
- Deterioration of work
- Isolation
- Desire to remain with adults
- Erratic attendance (unwilling to go to school)
- General unhappiness, anxiety or fear
- Late arrival to school
- Bed wetting

- Aggressive, disruptive or unreasonable behaviour
- Lack of eye contact
- Short tempered
- Change in attitude to people at school and/or at home

### **Reducing the impact**

At St. Joseph's we firmly believe that providing the right environment does much to reduce the impact of bullying behaviour.

- Importance of caring for each other, taught through assemblies, collective worship, RE lessons, PSHE etc.
- The damage and distress caused by bullying, taught through collective worship (assemblies) and RE lessons, PSHE etc.
- 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
- Buddying system
- Circle time
- Anti-bullying Ambassadors
- Adequate supervision in the playground
- Good relationships between lunchtime supervisors and other members of staff

The ethos at St. Joseph's firmly rooted in the Catholic values and virtues means that all members of the school community are actively encouraged to have respect for each other and for other people's property. Good behaviour is rewarded through the House system and through Praise Assembly where children are nominated for displaying the Catholic virtues during the school week.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- Creating a class Mission Statement
- Activities during Anti Bullying Week and PSHE lessons
- School and Class Council meetings
- Circle time
- Buddying System
- Anti-bullying Ambassadors

### **Responding to Incidents of Bullying**

- All known/reported incidents of bullying will be investigated by the class teacher.
- Where appropriate a 'conference' of all parties is often very successful, with the child who has been bullied and the child who has displayed bullying behaviour discussing the incident/s and working towards a resolution, in a safe environment.
- The child who has been bullied will be given the opportunity to discuss her/his feelings with a member of staff of their choice.
- The child who has displayed bullying behaviour will be asked how to put things right

- The child who has displayed bullying behaviour may face a range of sanctions including periods of time out, withdrawal of privileges, and in serious cases a fixed term exclusion or internal exclusion from class or school. We recognise that sanctions in isolation will not resolve the situation, therefore, we will explore intervention strategies to help the child understand and improve their behaviour.
- Parents of the child who has been bullied may also be questioned about the incident or about any concerns that the child may be having.
- It must be made very clear to any child or adult involved in bullying behaviour 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.
- 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 Academy Committee.

### **Recording Incidents of Bullying**

When a serious behaviour incident has taken place (which may be bullying), the reporting member of staff must inform the Behaviour Coordinator (Mrs McCole – Vice Principal).

The Antecedents, Behaviour and Consequences (ABC) will be recorded on a behaviour incident form (see appendix). Homophobic or racist behaviour must be reported to the Principal immediately.

### **Advice to Parents**

As a parent of a child whom you suspect is being bullied:

- Share any concerns that you may have about bullying with the school via the class teacher or a senior member of staff
- Seek to resolve any problems as equitably as possible
- Report serious incidents of bullying to the Principal
- Do not give permission to retaliate by using unhelpful expressions i.e. hit him back, it is part of growing up etc.
- Share the Catholic values and virtues
- Work with the school to help both the child who is being bullied and the child who has displayed bullying behaviour 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.

Further information can be found from the following organisations:

Anti-Bullying Alliance	aba@ncb.org.uk
Advisory Centre for Education (ACE)	03000115142 (10 am – 1 pm)
KIDSCAPE Parents' Helpline	02078235430 (10 am – 5 pm Mondays and Tuesdays)
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

## **Bullying outside of the school premises**

Head teachers/Principals have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Head teachers/Principals the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of the school staff.

This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. The School would also take action if bullying took place outside the School Day. This also applies to bullying behaviours through cyberspace.

## **Behaviour from parents/carers and visitors to our school**

Statement of principles:

Our School encourages close links with parents and the community. We believe that children benefit when the relationship between home and school is a positive one. As role models, and for the safety and well-being of our children, staff and parents and other visitors are expected to behave appropriately when on school premises. Parents and other visitors are expected to show respect and concern for others and support the respectful ethos of our school by setting a good example in their own speech and behaviour towards all members of the school community.

The vast majority of parents, carers and others visiting our school set a good example.

This policy addresses those rare occasions when behaviour is inappropriate.

Incidents involving other children:

If an incident has occurred at school involving your child, please do not approach or telephone other parents. Please report any concerns to your child's class teacher as the first point of contact. Approaching someone else's child in order to discuss an incident or 'tell them off' because of their actions (whether alleged or observed) is not appropriate in any circumstances.

If a parent/carer behaves in an unacceptable way towards a member of the school community, the Principal or appropriate senior staff member will seek to resolve the situation through discussion and mediation. If necessary, the school's complaints procedures should be followed. Where all procedures have been exhausted, and aggression or intimidation continue, or where there is an extreme act of violence, a parent/carer may be banned by the Principal from the school premises for a period of time, subject to review.

## **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.

## **Links to other policies**

Acceptable Use of Computers and Internet  
Behaviour  
Care and Control  
Children in Care  
Child Protection  
E-safety  
Empty Pocket  
Promoting British Values  
Social networking  
SMVSC

Signed (Principal): \_\_\_\_\_

Signed (Chair of Academy Committee): \_\_\_\_\_

Amended April 2018  
Policy review: April 2019