



ST JOSEPH'S
CATHOLIC PRIMARY
SCHOOL

Anti-bullying policy

Version:	1
Date created/updated:	07.09.2023
Ratified by:	Local Governing Body
Date ratified:	10.10.2023
Date issued:	October 2023
Policy Review Date:	October 2024
Post Holder Responsible for Review:	Principal



Commitment to Equality:

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We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Anti-bullying policy has been approved and adopted by St Joseph's Catholic Primary School on 10th October 2023 and will be reviewed in October 2024.

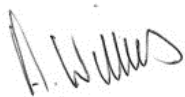
Signed by the Chair of the Local Governing Body for St Joseph's Catholic Primary School.

John Coyne



Signed by the Principal for St Joseph's Catholic Primary School

Anthony Wilkes



School Mission Statement

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

Mr Wilkes (Principal, DSL), Mrs McCole (Vice Principal and BECO) and the Chair of the Local Governing Body 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. There is a zero tolerance to bullying at St Joseph's Catholic Primary School. Children and parents should be assured that the school does not hold a threshold to the reporting of bullying. All verbal or written reported of bullying will be seen initially as a bullying incident and the school will then enact this policy. All actions and outcomes will be recorded. We encourage all children and adults to work against and to report any incidents of bullying.

We aim to prevent all forms of bullying (including cyberbullying, prejudice-based and discriminatory 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 is a form of child-on-child abuse.

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.

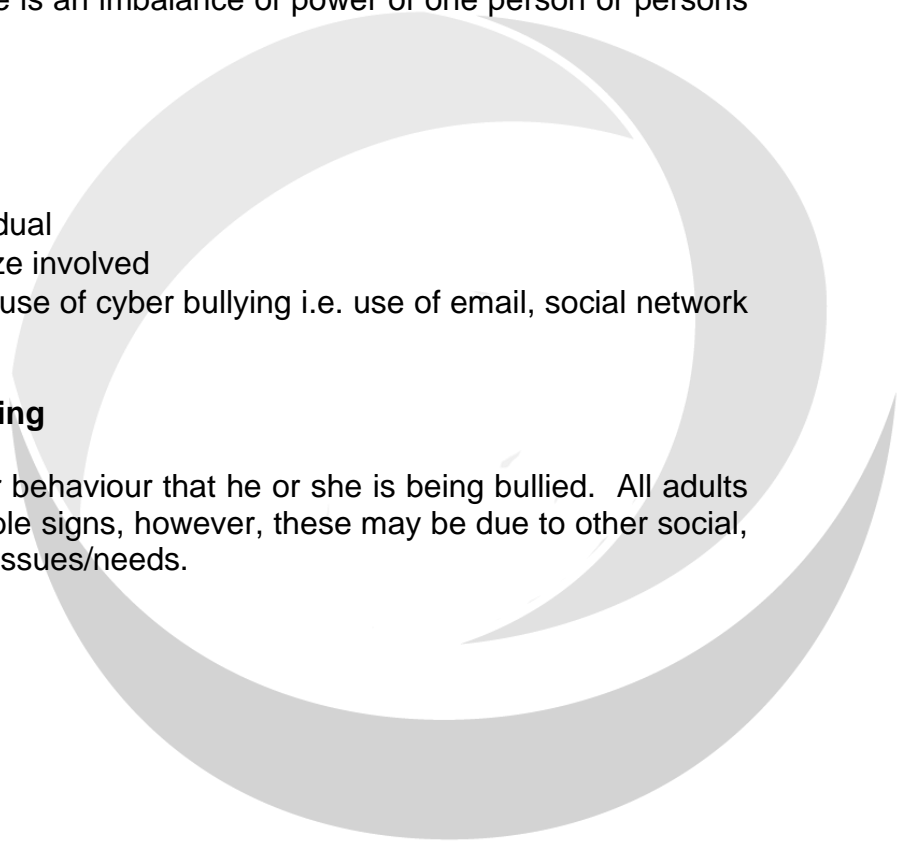
This can be achieved by:

- 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 who will be trained by a recognised scheme and training will be recorded
- Adequate supervision in the playground
- Good relationships between lunchtime supervisors and other members of staff. Lunchtime supervisors will report all bullying incidents and concerns to class teachers on the day that the incident/concern occurs.

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 and for Good Work each 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, SLT and where necessary the DSL where a safeguarding concern is also identified.
- 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 suspension 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.
- Where the bullying that has taken place is also a safeguarding concern, the DSL will also be involved in the process.
- 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 follow the School's Complaints Procedure.

Recording Incidents of Bullying

There is a zero threshold to all verbal and written reports of bullying, or where bullying is implied. All reports will be recorded as a bullying incident and the policy enacted. All behaviour and bullying incidents, actions and outcomes will be recorded on the MIS system, Arbor. SLT monitor all behaviour incidents using the MIS system.

Homophobic or racist behaviour must be reported to the Vice 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 all incidents of bullying to the Vice Principal or 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

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	www.bullying.co.uk
Kidscape website	www.kidscape.org.uk

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. This includes online behaviour. 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 Relationship Education and Religious Education.

Links to other policies

Acceptable Use of Computers and Internet
Behaviour
Care and Control
Children in Care
Child Protection and Safeguarding
Fundamental British Values
Online Safety
SMVSC

*Please note. This policy should be read in conjunction with the online safety policy as Bullying outside the classroom includes online behaviour.



Appendix 1

Risk assessment following a serious event



Risk assessment following serious incident

HAZARD	Risk	WHAT ARE YOU DOING ALREADY?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THIS RISK?	ACTION: WHO?	ACTION: WHEN?	DONE

