



St Joseph's Catholic Primary School, Bingley



Bullying Policy

Our Vision

'Learning with Jesus, to be the best we can be'

Date written: May 2015

Reviewed: June 2017

Aims of the policy

The aims and objectives of St. Joseph's School in formulating this policy are as follows:

- To reduce and eradicate wherever possible instances in which pupils and adults are subjected to bullying or racism in any form.
- To establish appropriate means of providing support should such an incident occur.
- To mirror the Catholic ethos of the school.
- To show that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

The ultimate aim should be to provide a learning environment free of any threat of fear, thus being conducive to the attainment of individual aspirations.

The Mission Statement

- ☺ We aim to grow in knowledge and friendship with God
- ☺ We, the governors, the Headteacher and the staff will uphold the Catholic Values of our school life
- ☺ We will feel compassion for others in difficulties
- ☺ We aim for a welcoming, Christian atmosphere
- ☺ We live our lives according to Gospel values, following the examples of the Saints
- ☺ We will achieve the best we can academically, spiritually and in everything we do



- ☺ We will work in partnership with our families, our parish, other schools and our diocese to create a community of faith
- ☺ We welcome other faiths working in harmony with Catholic traditions
- ☺ We will deliver a high standard of Religious Education which will be reflected in all of our teaching
- ☺ Prayer and Collective Worship will be at the heart of our school life and we will enjoy regular visits from our parish priest who leads us in our spiritual development
- ☺ We will care for our world and everything in it

In order to achieve this we aim:

- To make prayer, worship and liturgy real educational experiences, and in co-operation with parents and parish, contribute to the development of faith of each individual in the school community.
- To develop the school as a caring, sharing Catholic community, extending links into the local and wider community and to include an awareness and nurture of a sense of justice and tolerance of other faiths in terms of equal opportunities for all.
- Through a well-balanced and well planned curriculum the school will provide the children with a sound basis on which they can build, in order to develop opportunities, responsibilities and experiences for an adult life.
- To ensure the best opportunities for children's learning and progress by ensuring that planning and assessment of work is well structured and reviewed.

Definition

Bullying/racism may be defined as repetitive "behaviour by one or more people that produces damaging or hurtful effects, physically or emotionally to any individual". An incident of bullying/racism includes any form of harassment that contravenes the school's equal opportunities policy.

Hurtful remarks can be made innocently but can still be hurtful to the recipient and so should be taken seriously.

Setting Standards

The values and beliefs underlying this Policy are to be considered in the context of the following statements: -

All bullying/racism is unacceptable, regardless of how it is delivered or what excuses are given to justify it.

The school recognises the detrimental effect on pupils and adults who may be subjected to bullying/racism.

Victims of bullying/racism will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.

The school is committed to combating all bullying/racist behaviour.



Persons covered by this Policy

All pupils and adults whether permanently or temporarily on school premises will be expected to adhere to this policy.

Action to prevent bullying

Circle time is one method amongst many that can be used to develop positive relationships between children and adults so that all feel valued as members of our school community.

By the adherence to the school EPR policy and the schools behaviour policy.

By making all staff and pupils aware of the social and moral responsibility they have to each other by making it clear to all that harassment in any form is unacceptable.

Action to combat bullying

Among the activities that the school will establish and maintain in an effort to combat bullying behaviour are:

- Sanctions against children who show signs of bullying behaviour as outlined in the Behaviour Policy.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered. For example Year 6 pupils could be encouraged to take on a “Buddying” role towards younger pupils
- Communication of the policy and periodic update in order that staff and pupils are continuously aware of the policy and also of their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- A focus for specific discussion and learning during ‘Community Week’

Individual Responsibilities

It is important that pupils and parents recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Bullying Policy can be effectively introduced and enforced.

In this regard the pupils and parents are expected to:

- Report all incidents of bullying (including cyber bullying) using the procedures in place.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents that the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour that would constitute bullying/racism of fellow pupils/adults.

Parents too can play a vital role by:



- Stressing to pupils the importance of sociable behaviour.
- Reporting any misgivings they have concerning either victims of perpetrators of bullying/racism to a member of the teaching staff.
- Stressing the importance of keeping mobile phone numbers and email addresses private.
- Actively endorsing and supporting the Bullying Policy.
- Acting as a positive role model for children.
- Encouraging a Christian response within their children, i.e. **Not** to hit back.

Dealing with incidents of bullying/racism

Any incident of bullying/racism including cyber bullying by email, social media or text messaging will be passed to the head teacher or deputy head and these will be recorded in the Pastoral book (kept in the Head's desk drawer).

All allegations of bullying/racism will be taken seriously. In accordance with DfES guidelines *all* racist incidents will be recorded and parents and governors will be made aware of the incident and the action taken to deal with it.

All adults and pupils need to know that reported incidents are taken seriously and dealt with. Incidents could be reported to any adult on the school staff (preferably the class teacher) or to visitors such as teacher training students. The adult concerned should make a dated record of the allegation and if appropriate the class teacher should be made aware of it.

These records should be kept in case they are needed in the future.

Any incident of racism should also be reported to the Headteacher.

There will be a graded series of responses to such reports.

First enquiry

Ascertain whether this behaviour is unusual or not and if it is out of character, if there are any underlying circumstances.

Ask the "bully" if they are aware of the distress that has been caused.

To ask the "bully" whether they intended to cause distress.

To ask the "bully" to reflect on how they expect to be treated and how they would feel if they were the victim.

This will help create an atmosphere in which the "bully" can admit that they have caused offence. At this stage many people prefer to use a no-blame approach as it focuses on how the bullied pupil can be helped to feel safe. Staff should also be aware that there may be reasons why children bully and an effort should be made to ascertain this.

Action

Pupils say what are acceptable ways of interacting. How they can ensure that the victim's life is made more bearable in school. These decisions are agreed and reviewed. This can work well within circle time.



If there are further incidents

Don't accept excuses.

A game is only a game if everyone enjoys it.

If it was an accident did they report it?

If it was for a laugh – who was laughing?

Parents of the pupils involved should be informed of what action has been taken and what would happen if further incidents occur.

If further incident occur

Set clear limits, re-state what the school's expectations are.

Explain clearly what sanctions/actions will follow further incidents.

Wherever possible the adult dealing with this pupil should remain calm.

If it is felt appropriate regular meetings can be set up between the SENCO and the children involved.

Sanctions if further incidents occur

Interview with parent.

Contractual agreement

Temporary exclusion or lunch time exclusion.

Permanent exclusion.

If the child is a victim of bullying;

1. The child will inform the lunch time supervisors or class teacher first.
2. If the bullying continues, SENCO and Headteacher are informed.
3. If bullying continues the Educational Support Team will be approached to offer support and advice.
4. If the bullying continues, the Governors will be made aware.

Evaluation Procedures

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance.

- Variations in the number of reported incidents over a given period.
- Individual incident returns.
- Variation in the number of pupil days lost which are suspected to arise as a consequence of bullying.
- Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour.

Policy Ownership and Responsibilities

The policy will be updated and reviewed every two years.



Ultimate responsibility for its introduction and implementation will rest with the governors and headteacher. However it is important to remember that all staff, pupils and parents have an active part to play in the maintenance and development of this policy.

Signed: L Robinson

Date: July 2017