

# St Joseph's Catholic Primary School



## Anti Bullying Policy

Mission Statement

At St. Joseph's we aim to

Promote a learning community  
based on the Gospel values of love, trust and respect where the  
achievements of everyone are recognised and celebrated.

Living, Learning and Loving together with  
Christ.

At St. Joseph's, in line with our Mission Statement, we promote positive behaviour and the self-worth of all members of our community.

Whilst we aim to **prevent** any form of bullying, we recognise the importance of establishing and maintaining effective policy and practice to deal with bullying should it occur.

What we mean by 'Bullying'

Bullying is persistent, deliberate undermining of a child's self-esteem to the extent where the victim loses all sense of self-worth.

- ❖ Bullying is something that goes on for a long time.
- ❖ Bullying involves one person or a group of people (the bullies), who make other people do things they don't want to do, or make people unhappy.
- ❖ Bullying is persistent verbal abuse, physical abuse, stopping people from joining in or teasing someone because they are different, which results in the victim having low self-esteem.

Aims

- To ensure that St. Joseph's is a safe and positive environment for the whole community.
- To promote positive relationships among all members of our community.
- To encourage children to recognise that they can, with confidence, inform their parents and members of school staff if they feel they are being bullied.
- To develop an understanding of the damage done through bullying and to effect healing of any residual hurt or damage.

In implementing this policy, we will provide children with opportunities to

- learn about themselves as developing individuals and members of their community.

- form positive relationships.
- raise awareness of needs, rights and views of themselves and others.
- develop a sense of moral and social responsibility for their own and others behaviour.
- develop social skills, such as how to take turns, share, co-operate, play, help others and resolve arguments/conflict.

### Procedures

The effectiveness of this policy depends upon all incidents of bullying being reported and dealt with effectively and appropriately.

Children are encouraged to report bullying to staff and/or each other or to parents, or via a 'Class Feelings Box'.

All pupils are made aware that reports of bullying are taken seriously.

All staff respond calmly and consistently to incidents of bullying.

All reported incidents of bullying will be recorded in an 'Incident Log', and highlighted to enable tracking of such recorded incidents and identification of a 'pattern', should this occur.

All staff will be made aware of reported incidents in order that they can be especially vigilant when on playground duty and when out of class and moving around the school.

### Policy into Practice

All staff will actively promote the Positive Behaviour Policy and Code of Behaviour within the whole school environment.

All staff will identify and use opportunities both within the formal and hidden curriculum to develop the children's understanding of what is 'bullying' and raise their awareness of the difference between bullying and one off disagreements or short term teasing and arguing.

All classes will operate 'Circle Time' as part of their timetable to:

- ❖ promote understanding of this policy.
- ❖ promote understanding and recognition of bullying.
- ❖ develop skills of resolving argument and conflict.
- ❖ enable children to report or relate difficulties concerns related to their own/others behaviour.
- ❖ promote the school code of behaviour.
- ❖ promote expectations of high standards of behaviour.

Assembly time and 'Statements to live by' will be used as appropriate with each Key Stage to address the issue of bullying.

Prefects and school councillors will be encouraged to be alert for signs of children being isolated or 'left out' during playtimes. They will be encouraged to facilitate games/joining in or bring the concern to the attention of the adult on duty.

If parents are informed of a bullying incident they will be made aware of the policy and procedures in order that they can support school in any action taken.

If parents report an incident of alleged bullying they will be assured that the incident will be fully investigated in line with school policy.

### Sanctions

On establishing the facts of a reported incident the following sanctions may be applied.

Depending on the severity of the incident it may be necessary to 'jump' sanctions so that the consequence matches the action.

- verbal reprimand and explanation
- name on 'consequence' board
- name underlined (in red)
- time out within classroom/partner classroom with member of Management Team/Headteacher)
- loss of playtime
  1. writing out relevant section of 'code of behaviour'
  2. writing account of incident
  3. writing how amends will be made
- Parent informed
- Letter to parents
- Written record of behaviour or chart
- Possible exclusion from out of school activities
- Possible involvement of LA Support Agencies E.g. Behaviour Support Team.
- Exclusion (usually initially a fixed term) with negotiated agreement of behaviour for return to school.

Children should be reminded of the school's policy of no retaliation. Reconciliation is encouraged.

The person who has done the bullying and those who colluded will be encouraged to behave in a more acceptable way, in line with the Code of Behaviour.

### Monitoring and Evaluation

All members of staff recognise their individual responsibility for promoting the policy. It will be reviewed at the beginning of each year at a staff meeting.

Reviewed October 2020  
Next review Autumn 2021