



# **ANTI-BULLYING POLICY**

**March 2018**

**Review Date: March 2019**

## **ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL**

### **ANTI-BULLYING POLICY**

This policy will be carried out with due regard to our School Vision and Mission Statement:

**Together we love- Together we hope- Together we learn**

**St Joseph's Catholic Primary School is an inclusive, vibrant, Catholic community where we encourage everyone to share a love of learning and the love of Christ.**

**Together, we hope to inspire each other to achieve our full potential and to embrace our future with confidence.**

St. Joseph's Catholic Primary School is a Christian community. Rooted at the heart of the Gospel teachings is the idea that we are all of equal importance and dignity before God. If we believe this, it follows that we cannot tolerate an environment in which some members of the community can be diminished by the physical, mental and emotional cruelty of others. We cannot accept bullying as part of the normal pattern of school life.

At St. Joseph's we firmly believe that our young people can only develop their full potential if they live in an environment where respect for each other is tangibly present in all situations and where no individual is isolated or marginalized by others.

We are all aware that bullying can happen despite our best endeavours and because it can go on, we must be ready to know what to do if and when it does. We also realise that silence and secrecy undermine the power of the school and affirm the power of the children displaying these behaviours so there is a need for openness. The effects of bullying can be longlasting causing psychological damage and in some very sad cases even leading to suicide. It is vital therefore that we are fully aware of the seriousness of bullying. Legally bullying is not a specific criminal offence but there are laws which apply to harassment and to threatening behaviour.

A definition of bullying includes racial, religious, cultural, sexual/sexist, homophobic, disability and cyber bullying. Bullying may be defined as the intentional hurting, harming or humiliating of another person by physical, verbal (including social websites, mobile 'phones, SMS messages – text and photo' and email) and emotional means (by excluding, tormenting or spreading malicious rumours). It can involve manipulating a third party to

tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can be overt and intimidatory.

Bullying can happen anywhere and at any time. We always treat it very seriously. It conflicts sharply with the school's policies on Equal Opportunities, as well as its social and moral principles.

To help raise awareness of our procedures and approach to bullying behaviour, the children study related topics as part of our PSHE curriculum.

Our Code of Conduct provides a framework and guidance for all at St. Joseph's.

### **Aims**

1. All staff, governors, pupils and parents have an understanding of bullying behaviours.
2. That there is an awareness that bullying behaviours will not be tolerated.
3. To set our clear procedures for dealing with bullying incidents and the consequences of such actions.
4. With due regard to appropriate guidance from the DCSF - Safe to Learn 2007 – Embedding anti-bullying work in schools.

### **Objectives**

1. To declare the unacceptability of bullying behaviours.
2. To recognise poor behaviour is a serious offence against the school and will be disciplined using the schools behaviour policy.
3. To deal firmly and appropriately with incidents of bullying.
4. To provide a safe and happy learning environment for all pupils.

### **We will achieve this by:**

- Creating an atmosphere where each individual is valued as an important member of the school.
- Fostering constructive attitudes with positive reinforcements.
- Developing an atmosphere of openness.
- Fostering honesty and consideration by providing a friendly and thoughtful environment.
- Instilling confidence and self-respect into children through good example.
- Raising awareness through the training of staff

### **Preventative Measures**

The following preventative measures are taken:

- At St. Joseph's, we have a Code of Conduct which provides a framework and guidance of our ethos and expectations of behaviour.
- Our PSHE curriculum is structured to give pupils an awareness of their social and moral responsibilities as they progress throughout the school. It enforces the message about mutual respect, community involvement and taking care of each other.
- Other areas of the curriculum, RE, English and Drama provide opportunities to reinforce moral and spiritual values that show bullying to be unacceptable and by developing social skills.
- St. Joseph's has a School Council from YR – Y6 which meets regularly with the Deputy Head Teacher to discuss ideas and concerns that pupils may have to contribute to the effectiveness of the school community.
- All pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.
- All incidents are investigated at once. Reported incidents are always monitored.
- Identifying times and places where bullying is most likely to occur and taking action to reduce the likelihood.
- We have procedures for dealing with unacceptable behaviour in line with our behaviour policy. We actively promote good behaviour and respect for each other in everything we do and through our PSHE curriculum.

## **CYBERBULLYING**

There is a zero tolerance approach with cyber bullying.

In addition to the preventative measures described above:

- All pupils are expected to adhere to the school rules for the safe use of the internet. Certain sites are blocked by our filtering system and all staff monitor pupils' use. See E Safety Policy.
- In PSHE lessons and assemblies pupils have had specific teaching regarding the safe and responsible use of social networking sites and guidance is offered on keeping names, addresses passwords mobile phone numbers and other personal details safe.
- Mobile phones are not normally permitted in school, however with the teacher's permission; they may be placed in a secure drawer and turned off whilst on the school premises.
- Sanctions apply to any incident during school and also to incidents that take place outside of school, if they are related to school. Children are aware that they need to keep any evidence and must report it to an adult so it can be dealt with. Sanctions follow our behaviour chart and are outlined in the behaviour policy.

## **1. Elements of Bullying Incidents**

Bullying incidents vary in situation and for each child and depends on a child's status in his/her peer group.

- Can be short or long term.
- Can be physical, verbal or even just a look.
- Can isolate a victim by influencing the rest of the peers.

It is recognised that all bullying is aggression but not all aggression is bullying.

## **2. Recognising Bullying Behaviour**

There is no collection of characteristics that typically adds up to someone displaying bullying behaviour. They can be the kind of pupils who are:

- Achieving as well as their peers
- Secure and happy
- Unpopular and insecure

Those who bully can also be victims. Both male and female bullies do have something in common.

- They tend to be assertive, aggressive attitudes over which they tend to exercise little control.
- They tend to lack empathy and can't imagine others feelings.
- They tend to lack guilt; they think the victim 'deserves it'.
- They may think they are the 'victim'.

We must refrain from accepting stereotyping or labelling as an aid to identifying bullying in our school because there are no hard and fast characteristics, we may be wrong.

## **3. Recognising Victims of Bullying Incidents**

A bully will pick on vulnerable children who are often:

- New to the school or class
- Different in appearance/speech/background
- Suffer low self-esteem
- Demonstrate entertaining reactions when bullied
- More nervous/anxious

Vulnerability isn't always visible to adults as the victims may look like any other child. Teachers must be alert to the behaviour of all pupils. How we tackle these problems sends out messages to our pupils and their parents.

### **Procedures for Dealing with Reported Bullying**

**If an incident is reported, the following procedures are adopted:**

- The member of staff to whom it was reported or who first discovers the situation will control the situation, reassure, and support the pupil or pupils involved.
- Inform all involved that the matter will be taken seriously
- Avoid using labels like 'bully' etc but talk about bullying behaviour
- Take action as quickly as possible and decide whether it should be dealt with informally, in private or in public.
- Make it plain to the person displaying bullying behaviour, that it is not acceptable.
- Encourage those displaying bullying behaviour to see the victims point of view and consider carefully the punishment, explaining exactly why it is being given
- Put supportive strategies in place for all parties and monitor the situation.
- When incident does not appear to be resolved or if it reoccurs, staff should inform a senior member of staff as set down in our Behaviour Policy.
- In line with the schools Behaviour Policy, issues not resolving or serious issues will pass from the Deputy Head to the Headteacher. The Headteacher can apply a wide range of sanctions including exclusion in severe and persistent cases
- All unresolved or ongoing issues should be reported to the Headteacher so a formal record of the issue is made using the North Somerset form and guidance and will also be used for monitoring purposes. Patterns can then be more easily identified and actions properly tracked.
- Parents are informed and support is sought in turning a negative behaviour into a positive one.

## **Remember**

1. Try to find out, sensitively but firmly, why the child is behaving like this.
2. If appropriate, seek information from pupil peer group.
3. If the situation is not serious give it time to sort itself out
4. Set realistic and firm guide-lines to help the child to control his/her behaviour
5. Ensure the child apologises
6. Those who display bullying behaviour need to achieve success to make them feel good. Help them to find something they can do well and often their behaviour will change

Reviewed March 2018

Next review March 2019

Signed: Governing body \_\_\_\_\_  
Date \_\_\_\_\_

Signed: Head teacher \_\_\_\_\_  
Date \_\_\_\_\_