



St. Joseph's RC Primary School

At St Joseph's we inspire everyone to be the person God intended them to be, by acting justly, loving tenderly and walking humbly with God.

LIVE FULLY – ACT JUSTLY

Anti-Bullying Policy

Statement of Principle

At St. Joseph's R.C. Primary School, we aim to provide an environment that is both safe and secure, in which children may develop and grow positively to achieve their full potential. Therefore, we believe that all of our children are entitled to be treated with respect and understanding, and to participate fully in school life without experiencing intimidation. Bullying prevents this entitlement from being met and as such causes inequality of opportunities. It is the responsibility of all members of our school community to prevent this from happening.

We understand the importance of listening, and aim not only to actively listen to the children and young people in our care, but also to act accordingly on information imparted to us. In this way, we hope to ensure that a safe, secure and positive environment is maintained.

Definitions of bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

DfE – What is bullying? July 2013

Types of bullying may include:

- Physical
- Verbal
- Emotional
- Cyber-bullying
- Prejudice related bullying eg:
 - *Racist*
 - *Homophobic*
 - *Sexual*
 - *Disability and SEN*
 - *Young Carer related or looked after children*

This anti-bullying applies to pupils, parents and members of staff.

At St. Joseph's R.C. Primary School, we strive to ensure that all pupils realise the difference between bullying and 'falling out'.

Aims

- to stop bullying
- to create a climate within school where bullying is unacceptable
- to ensure that people realise they do not need to suffer bullying behaviour
- to encourage members of our school community to show respect to one another
- to encourage pupils to tell about bullying

We will do this by:

- ensuring there is a clear and agreed understanding of bullying and its effects
- addressing issues of bullying, self-esteem, confidence, well-being
- encouraging pupils to tell about bullying witnessed or experienced by them
- having clear strategies for preventing bullying
- having clear procedures for dealing with bullying
- supporting those who are bullied, and also those who bully

Pupils can report bullying

Pupils can either report bullying incidents through:

- Y5 Buddies,
- Y2 Mini-buds
- A worry box
- Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must keep on letting people know. They are continually reminded that, '**We are a telling school**'.

Parents can report any concerns about bullying

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should personally contact their child's class teacher immediately or via email the school to voice their concerns.

What we will do with these reports

We aim to build an anti-bullying climate in school, therefore increasing understanding for the victims of bullying.

All incident records are completed in the Incident Log (blue report form) by key members of staff aware of the events which is kept locked in the Headteacher's office.

The Incident Log can only be accessed with permission from the Headteacher. It is expected that only the child's parents, key members of staff or any external agencies

involved in work with the children as a result of the incident will be able to access this information.

These are monitored closely by the Headteacher to identify potential patterns in children being bullied/bullying, timings of the school day, particular days in which it occurs.

This record of events also enables staff to monitor whether an intervention has been successful.

How staff will investigate, support and record

When an incidence occurs at St Joseph's, we seek information from both individuals/groups of children which is recorded, both parties are listened to carefully. This information is recorded in the blue Incident Log which is kept in the Headteacher's office. Once the full series of events have been collated and recorded and the pupils agree to the records, then the parents are invited into school to discuss the series of events that have occurred if it is deemed necessary.

The parents will meet with the key member of staff who has been dealing with the issue. This may be the class teacher, the Headteacher or both, depending upon the severity of the incident. Parents are expected to support the school in the decisions taken in order to ensure that there is a positive outcome for everyone. Their opinions are also recorded and taken into consideration.

Support for both groups of children will be provided. This may take the form of a group programme such as the 'Getting Along Programme'.

Where appropriate, children may be referred to our PSA – Lily Morris, who works closely with families and children in schools to work on any behaviours that may have a detrimental impact on others both in school but also within the wider community.

Sanctions for the bully will be imposed which may range from positive behaviour books to encourage and promote good behaviours, missing playtimes or report cards and/or behaviour books, to a permanent exclusion for serious cases.

What if bullying is persistent? What will you do to help change behaviour? How are parents to be involved?

If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents promptly. Parents are encouraged to report any problems at home to the class teacher or Headteacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

If bullying continues after sanctions have been imposed and the child has not responded to an intervention programme then parents will be invited in again to discuss a way forward which all parties agree will have an impact.

As a school we strive to encourage the bully to see the impact of their behaviour upon another child and visualise how it might feel if it was themselves.

Parents will be invited back to review the programme implemented and discuss the next steps to be undertaken.

Further monitoring

Any child who has been bullied or has bullied another child will be closely monitored by all members of staff, including class teacher, lunch time supervisors and teachers on duty. The Headteacher will be fully informed about all developments.

Teachers will continue to work with pupils through PSHCE lessons using SEAL, BIG and CEOP resources.

The Incident Log will be carefully monitored to check for reoccurrences or patterns in behaviour or events.

The role of governors

The Governing Body supports the Headteacher in all attempts to prevent bullying from our school. The Governing Body will not tolerate any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the Governing Body notifies the Headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Body.

The role of the Headteacher

The Headteacher strives to promote positive behaviour at all opportunities through good teacher/pupil relationships and the use of verbal praise, house points, smiley faces, stickers, Headteacher's awards and 'dip in the tin' rewards.

It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments throughout the year. For example, if an

incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong.

The Headteacher is also responsible for monitoring the Incident Log to check for any patterns in events, pupils, situations, locations that may occur. They will respond to any patterns that may occur by making appropriate adaptations and alterations.

The role of the teacher and support staff

All staff at St Joseph's pride themselves on building good professional relationships with all children and creating an atmosphere conducive to our mission statement where all children 'LIVE FULLY' and 'ACT JUSTLY'. Pupils are rewarded for good behaviour through verbal praise, house points, smiley faces and the use of stickers. Additionally in our school we take all forms of bullying seriously, and seek to prevent it from taking place. This behaviour is not accepted or tolerated.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. The series of events will be recorded in the Incident Book. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying.

Time is spent talking to the child who has bullied:

- Explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future.
- The Headteacher will be informed and it is likely that he/she will wish to speak to both parties.
- The children's parents are then invited into the school to discuss the situation.
- In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.
- Parents are always encouraged to report any problems at home to the class teacher or Headteacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

Teachers may use circle time to address the issues that have arisen through the class worry box. All worries written by the children are taken very seriously.

Teachers also address bullying issues as part of their PSHE/SEAL curriculum and as part of the National Anti-Bullying Week, every November. The PSHE subject leader also has the responsibility for promoting anti-bullying strategies in school.

Members of staff also teach pupils how to stay safe online, these messages are repeated on a termly basis.

Teachers consult with the Headteacher and incidents can be logged by the Headteacher to be kept locked in the headteacher's office. It will only be viewed by the class teacher involved, parents of the children involved and at the request of certain outside professionals if necessary. If training needs are identified these can be addressed through professional development or a change in policy.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the

Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, available in school on request.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

This is endorsed in KS2 through yearly home school agreements which are found in the front of homework diaries.

They should:

- expect the school to take bullying seriously
- support school in its policy against bullying by discussing it with their child
- encourage their child to follow the school anti-bullying code
- inform school if their child is experiencing bullying
- support school in its actions against those who bully
- always contact school if they have a concern about bullying

The role of pupils

Pupils can either report bullying incidents through Y5 Buddies or Y2 Mini-buds where pupils can discuss bullying issues with another child in confidence or any member of staff. Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must keep on letting people know. They are continually reminded that, **'We are a telling school'**.

Children are constantly reminded that:

- pupils must show respect to all members of the school community and avoid words or actions which could hurt others
- they must report any incident of bullying they become aware of, or experience
- pupils should take every opportunity to show that they are against bullying; not follow along with others or ignore bullying behaviour
- all pupils will support school projects against bullying
- they will offer support to anyone else they see being bullied

Prevention of bullying

Subject Leader role: Anti-bullying is embedded into the curriculum through the use of Social, Emotional Aspects of Learning which is used during PSHE lessons.

Prevention of bullying is evident in all parts of school in because the children know and understand that *'we are a telling school'*. The children understand that any allegations of bullying will be taken seriously and dealt with by the headteacher.

All children are supported with any minor friendship problems by minibuds, buddies and mediators.

The children are reminded about school procedures relating to bullying through, class discussions, assemblies, training and Anti Bullying Week are used to remind the children that there is a zero tolerance to any form of bullying. In addition children are taught how they might respond to and deal with bullying type behaviour.

As a school we have a positive approach to behaviour management. We model and reward desired behaviours through the use of house points, smiley faces and stickers.

E-safety

All children are reminded about how to use all aspects of IT on a daily basis; however key messages are also shared with children on Safer Internet Day every February and during Anti Bullying Week in November.

Any e-Safety incidents are recorded on an e-Safety report form and kept in the Headteacher's office.

Equality

All children are encouraged to celebrate diversity. Every year the children spend a week studying Judaism during October/November and a week looking at Islam in March. During these weeks the children learn about these world faiths in detail and why they believe what they believe. We often have visitors in school, who facilitate workshops specific to these focus weeks.

The children are also taught about the special needs of others within school. This might be when a child joins school or when a special educational need develops.

Staff training

All staff and governors receive Child Protection training every two years. This enables them to support any child who may reveal any issues during the investigation of any bullying incidents.

The Headteacher will monitor incident records to spot trends or patterns of behaviour and to take action to challenge prejudice.

This policy will be reviewed annually or earlier if necessary.