

ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL AND NURSERY

ANTI-BULLYING POLICY

Safeguarding: All staff plan their learning and craft their provision for pupils in this area by adhering to the guidelines laid out in 'Keeping Children Safe in Education 2015'. All staff are trained and told to adhere to the 'Guidance for Safer Working Practice for the Protection of Children and Staff in Education Settings October 2015'

This Policy covers all offline and online activity by the same principles and is used in conjunction with our related policies for Equal Opportunities, Disability Access Arrangements, SEN and Inclusion, Racial Equality and Harassment, Catholic Life (including Prevent strategies and SMSC) and the schools' Positive Behaviour Policy/Code of Conduct.

MISSION:

"To provide a happy, secure environment in which children will learn respect and tolerance for others and knowledge of and reverence for the Catholic faith, while pursuing a creative curriculum which will enable them to develop their mosaic of intelligences."

BACKGROUND

WHAT IS BULLYING?

"Bullying is a deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physical or psychological; inflicted by one child or a group". "Tackling Bullying" NSPCC 1994.

"Pupils have the right to be taught in a safe caring atmosphere. Teachers and parents must ensure that this happens". "Elton Report Recommendation 28" 1989.

Bullying is a repeated action, not usually a one off occurrence.

It is not bullying when two children of approximately the same age and strength have the occasional fight or quarrel.

Bullying may include race/culture, class, and religion or disability issues.

Children consider a wide range of behaviour to be bullying, ranging from teasing to serious physical harm.

PHYSICAL: being hit, kicked, pinched, spat at or threatened, deliberately destroying another child's property

VERBAL: being called names, teasing or sending nasty notes, spreading rumours and malicious gossip about someone

EMOTIONAL: making a fool of someone, repeatedly excluding a child by not talking to them or not letting them join in, tormenting

RACIST: using racist taunts, gestures or graffiti

THE BULLY

20% of bullies are also victims.

We acknowledge that focusing on the children involved is not helpful as the term `bully' labels the person for life, making it hard for them to change their attitude to themselves as well as other people's attitude towards them. This policy concentrates on the issue of bullying behaviour rather than `the bully'.

We note that the bully tends to have the following characteristics.

- confident
- assertive
- physically strong
- reasonably popular.

The bully isn't necessarily a bully all of the time. The anger towards others may be a reflection of a difficult episode at home. The Bully could also be greatly lacking in self-confidence or have fewer likeable qualities than others.

CHILDREN ARE LESS LIKELY TO BE BULLIED

If they have some of the following characteristics:

- physically robust
- extroverted
- socially sensitive
- unselfish
- flexible
- conforming to group norms
- unassertive
- non attention seeking
- modest

IDEAS FOR CHILDREN from children

- Talk to someone you can trust [the children suggested my best friend, my brother or sister, class teacher, mum or dad – November 2006]
- Don't blame yourself, it's not your fault

- Walk away if you can
- Try to make a joke about it
- Ask why they are doing it in a strong voice
- Ignore them
- Make new friends
- Stay where you feel safe
- Keep telling others

ST. JOSEPH'S AIMS

1. To ensure that pupils know what is meant by bullying.
2. To prevent bullying happening in school.
3. To deal with bullying swiftly when it occurs.

IN ORDER TO ACHIEVE THESE AIMS:

1. *To ensure that pupils know what is meant by bullying -*
 - at the beginning of each school year there will be an assembly detailing what is meant by bullying, outlining what children can do in this situation, and how it will be dealt with.
 - class assemblies and key stage assemblies will focus on bullying issues as necessary throughout the year.
 - children will be given opportunities to express their views on bullying in the school in their own classroom and by informing the year six buddies.
 - School will follow the national Anti-Bullying Week
2. *To prevent bullying happening in school.*
 - key staff will be given appropriate training which will be disseminated to other staff at staff meetings
 - all staff will take bullying seriously and investigate it thoroughly.

- children will be encouraged to tell and teachers will listen. Children who are mischief making by telling tales will be discouraged.
- all staff and parent helpers will make every effort to supervise children carefully, and any instances of bullying that are witnessed by adults should be reported to the class teacher, who then refers this to the appropriate member of the Leadership Team
- teachers will be consistent in the way they deal with bullying, with reference to the school's behaviour policy.
- the school will develop systems for preventing bullying e.g. circle of friends, suggestion boxes, improvements to the school playground, role play, building self esteem and social skills, circle time.
- the headteacher will ensure that the governors are informed of any bullying issues, ensuring the policy is regularly reviewed.

3. *To deal with bullying swiftly when it occurs.*

- all reports of bullying will be referred to the appropriate member of the leadership team, who will keep a written record of any incidents.
- major, or repeated bullying will be reported to the headteacher, and parents of the bully and the victim will be informed immediately.
- cases of bullying will be seen as a breach of the school's code of conduct and in persistent cases of bullying children will be excluded from school.
- parents will inform the class teacher or the head teacher of any incidents of bullying immediately so that the headteacher can deal with them appropriately.

THE ROLE OF THE GOVERNORS

The Governors will ensure that

1. - the issue of bullying is discussed in governors' meetings, and ensure that the anti bullying policy is enacted in school.
2. - the anti-bullying policy is publicised in the parent handbook
3. - incidents of bullying are recorded, with witnesses and evidence alongside.

4. - work on bullying takes place in the classroom.
5. - St. Joseph's School is a safe, happy place where children can learn and play.

THE ROLE OF PARENTS.

Parents have an important role in tackling bullying...

1. by becoming more active in a meaningful partnership with teaching staff.[see Parent Policy]
2. by being involved in maintaining and reviewing an anti-bullying policy.
3. by being informed and involved if their child is a bully or victim.
4. by telling the school if their child is being bullied.
5. by telling the school if they think their child is a bully.
6. by suggesting strategies for tackling bullying.
7. by helping school provide a safe environment for their children.
8. by approaching the school rather than parents or children on bullying issues.
8. by ensuring that parents and teachers are communicating the same message, and therefore helping children to build their self-esteem.

Reviewed June 2016