



St Joseph's Catholic Primary School

Anti-Bullying Policy

Agreed by the Governing Body on	Autumn 2017
Review Date	Autumn 2019
Review Schedule	Biannual
Person(s) Responsible	SLT and Provision & Achievement Committee

MISSION STATEMENT

In the St. Joseph's family, learning together through Jesus, we aim to develop to the fullest possible extent the whole person, socially, emotionally, creatively, academically, physically and spiritually.

DEFINITION

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at St Joseph's work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

AIMS OF THE POLICY

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To listen to parents' concerns and keep them informed of actions taken in response to a complaint.
- To make a full investigation of any incident and follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year by the headteacher.
- A separate list of any racist incidents will be kept.

Bullying can be:

- direct physical bullying (pushing, hitting, punching, kicking).
- direct verbal bullying (yelling abuse at another, name-calling, insulting someone, using verbal threats, offensive mimicry of accent and/or pretending not to understand what is said, using discriminatory language).
- indirect bullying, also known as social bullying or relational bullying (spreading rumours, social exclusion, disclosing another's secrets to a third party, graffiti).

- cyberbullying –bullying using electronic media, such as email and texts, chat rooms, blogs and social networking sites, sharing derogatory videos and photos via mobile phones
- People can be bullied because they are different or are perceived to be different and it is often motivated by prejudice against particular groups or because of characteristics or features about which the person under attack can do nothing.

Bullying can relate to:

- race, religion, culture or belief (or no belief);
- special educational needs and disabilities;
- young carers;
- looked after children;
- background;
- gender;
- appearance and size;
- ability and attainment;
- sexist or sexual bullying (bullying based on a person's sexuality);
- homophobic bullying (a dislike or fear of someone who is or is perceived to be lesbian, gay or bisexual);
- transphobic bullying (a dislike or fear of someone who is or is perceived to have changed their gender from male to female or female to male or someone who is difficult to categorise as female or male).

Preventing Bullying

Our approach to preventing bullying involves direct teaching about bullying and its consequences, celebrating difference and diversity and promoting positive behaviour.

We do this through:

1. Whole school ethos and environment
2. Whole school activities
3. Curriculum
4. Training and support for staff

5. Involving pupils
6. Involving parents and carers

Whole school ethos and environment

We aim to create a positive, safe and inclusive environment that reduces the opportunities for bullying to take place, promotes positive relationships and where pupils can discuss bullying openly.

- We expect children to have respect for each other and accept responsibility for their behaviour.
- Staff model good behaviour and communication skills both with pupils and other adults in the school.
- We teach children the kind of behaviour we expect and reward good behaviour.
- Staff challenge children when they use prejudice-based language; explaining why it is wrong and how hurtful it can be.
- We encourage children to tell an adult if they are worried or upset about anything.
- We recognise and celebrate difference and diversity.
- We have a range of activities during break and lunchtimes that promote cooperative activities and reduce domination of the playground by rough games and football.
- Our break and lunchtimes are well supervised and support staff are trained in organising structured activities and encouraging all children to participate.
- We talk to children about how safe they feel in the playground.
- We take particular care of children with special educational needs and disabilities, who may be more likely to be victims of bullying and make sure that they feel safe and included in school and help them to develop skills to manage emotions and relationships and handle friendship situations.
- We have an “acceptable use of computers and technology” policy and posters displayed around the school that includes information about cyberbullying and follow the guidance set out in Camden’s model e-safety policy for schools. Please also see the school’s e-Safety Policy.

Whole school activities

- We organise specific assemblies on bullying and its consequences and what to do if they see or experience it.

- We carry out annual surveys how safe children feel in school, whether they have experienced or seen bullying and how well they feel the school deals with bullying.
- We hold a week of activities focused on friendship and anti-bullying to recognise national anti-bullying week.
- We involve visitors from organisations that specialise in anti-bullying activities including NSPCC.
- We are a UNICEF Rights Respecting School that upholds the rights of the child including the right to feel safe and bullying is seen as an infringement of this right.
- We have introduced restorative approaches for dealing with conflict that are detailed in our behaviour policy.
- Pupils have produced an anti-bullying charter

Curriculum

Teaching about bullying and its consequences is taught through PSHE and is covered through RE and literacy as well.

Pupils learn:

- What bullying is, how it feels, why people bully, what to do about it and how to prevent it.
- About the differences between people and about the importance of being inclusive and celebrating difference and diversity.
- About the impact of prejudice and discrimination.
- Skills to manage feelings, develop empathy, resolve conflict fairly, to cope with friendship problems and make and maintain positive relationships.
- How to keep safe and behave responsibly when using the internet and mobile phones.
- We use stories that enable a greater understanding of difference and diversity through their use of language, cultural attitudes and images, avoiding stereotypes, racism and sexism and celebrate difference such as including children with disabilities and those with same sex parents when teaching about families.
- Every class has a weekly circle time, which is an opportunity for the class to regularly talk and listen to one another about social and emotional issues. It helps to promote positive relationships and positive behaviour and helps children share responsibility for creating a better learning and caring environment.

Training and support for staff

We have annual safeguarding training which includes an update of this policy and to ensure that staff know how to identify bullying and what to do if it occurs. We attend Camden's annual anti-bullying seminar to gather ideas and approaches from other schools.

Involving pupils

The School Council plays an important role in reviewing the anti-bullying policy and producing and reviewing the school's anti-bullying charter, which is displayed all around the school:

- We treat each other fairly.
- We respect each other and celebrate our differences.
- We sort out friendship problems as soon as they happen.
- We take care of one another.
- We are kind to one another.
- We tell an adult if we see or hear someone being hurtful.
- We listen to each other's opinions.

Involving parents and carers

Our children need your confidence and understanding. This can be gained by:

- listening to your child and let us know of any small worries;
- trusting your child but bear in mind that s/he may not give you the full story and may use emotive language ("S/he just beat me up");
- working with the school to ensure your child achieves high standards of behaviour and letting your child know what is expected of them. All children will all be made aware of their class and the school rules;
- not telling your child to "hit back" at school. We are committed to showing them other ways of sorting out difficulties and arguments, if you are not happy with the way things have been resolved or discussed, please let us know.

Dealing with bullying

Stages of Action taken by the school:

Depending on the nature of the incident, a reported and/or witnessed incident of bullying is initially be dealt with by the class teacher and/or the senior meals supervisor. The

incident is discussed with the children to ensure that both parties fully understand the seriousness of what has occurred. Attempts would be made to understand why the incident arose and appropriate action taken. This might include some or all of the following:

- keeping the perpetrator in at playtimes/lunchtimes. They will be asked to repair and rebuild in line with the school's Positive Behaviour Policy;
- writing a "sorry" letter and giving it to the victim;
- the school speaking to both sets of parents or carers regarding the incident as appropriate;

Procedures to deal with serious persistent bullying:

If the incident is particularly severe, staff may refer an incident to the Headteacher or the Deputy Headteacher. The matter will be discussed informally, involving both sets of parents/carers if appropriate.

- Parents /Carers of the perpetrator(s) will be notified verbally by a senior member of staff. A log of incidents will be organised for the child. This will be done in partnership with parents/carers of the victim with whom the senior staff member will meet. The class teacher will monitor the behaviour of the perpetrator, logging any incidents and speak to the senior staff member as necessary.
- If bullying persists parents/carers of the perpetrator(s) will be asked in writing to attend a meeting at the school with the Headteacher. Possible action will be discussed and agreed with parents/carers, this might include:
 - exclusions from lunchtimes or playtimes;
 - lunchtime detentions;
 - withdrawal of privileges;
 - internal exclusion from class.

Parents/ carers of the victim will be advised of action to be taken.

If bullying continues in spite of action taken, the school will pursue a policy of fixed-term exclusion, with serious and persistent bullying possibly resulting in permanent exclusion.

Records are kept in respect of serious and repeated cases of bullying and regular reports are given to governors. These records may include:

- handwritten notes of incidents by members of staff from both the playground and the classroom co-ordinated in files (incident forms) and playground books kept in the staff room;

- children's individual record logs;
- incidents reported to the LA;
- reports to governors.

The perpetrator?

We aim to encourage the child to admit, acknowledge, apologise and atone by:

- explaining what is expected of the perpetrator, referring to our agreed school rules;
- rewarding achievement when behaviour changes and praise;
- having agreed procedures followed and making next steps clear to the child and the child's parents if the bullying is serious;
- teaching and modelling correct behaviours.

The victim?

We aim to support, protect and reassure by:

- setting in motion the agreed procedures including consequences;
- working with our parents;
- encouraging them to talk about their feelings;
- teaching them coping strategies for low-level bullying;
- reviewing their situation regularly.

Role of the Anti-Bullying Co-ordinator

It is the policy of the school to have a named Anti-Bullying Co-ordinator. This is the Deputy Headteacher. They will:

- Oversee the anti-bullying policy and review it every year.
- Give the issue of bullying a high profile across the school.
- Attend training and feedback to staff.
- Take into consideration the views of children through school council.
- Provide resources and training to the school community.
- Co-ordinate issues which arise and to keep everybody informed.

- Meet with the Headteacher regularly to discuss class bullying records.
- Keep up-to-date with current practice.

St Joseph's will also:

- Record all incidents of bullying and prejudice-based language, including race, disability, religion, ethnicity, gender, SEN, homophobic/transphobic, and appearance and describe how they have been dealt with.
- Spend time talking to the child who has been or is being bullied to see if they could benefit from further support such as counselling or from any interventions to help them develop their personal and social skills.
- Spend time talking to the child who has done or is doing the bullying and try to find out if there are underlying reasons for their behaviour and if they could benefit from support or interventions to help them manage their behaviour and/or develop their personal and social skills.
- Address with other children and young people who may have been bystanders, observing or supporting the bullying behaviour, how they could intervene to stop bullying behaviour in future.
- Provide regular training for staff to help identify bullying and work to prevent it happening and to intervene effectively to stop it.

What to do if your child is being bullied:

Your child may not tell you that he or she is being bullied. However, you may notice some changes in his or her behaviour, including:

- Be unwilling to talk about their day.
- Look less happy.
- Come home with cuts and bruises.
- Come home with toys and things you have not bought for them.
- Take things from home without you knowing.
- Avoid certain children or activities.
- Be reluctant to go to school.
- Feeling unwell, often with a headache.
- Displaying anxiety.
- Aggression towards you or others in your family.

- Bedwetting.
- Waking in the night.

Please note that the behavioural changes listed above are not always signifiers that bullying is taking place.

If your child is being bullied:

- Take time to listen to your child and stay calm.
- Calmly talk with your child.
- Explain to them that bullying is unacceptable and that no one should have to put up with it. Promise to do all you can to stop it.
- Write down what your child has said. If it involves cyber-bullying, keep any evidence of emails and texts.
- Encourage your child to talk to their teacher or someone at the school.
- Never intervene with other children or children's parents, but let the school know.
- Contact your child's class or form teacher as soon as possible to let them know your concerns. The school will take any incident of bullying extremely seriously and will deal with it quickly to find out why it has happened and to prevent it happening again.
- Staff may not know about the bullying and will need to know what has happened and will discuss with parents and carers action to be taken.
- Staff will update parents and carers about what they are doing to resolve the issue and when it has been resolved.
- If you are not satisfied with the response you get and any action taken, you should contact the Head of Year or Headteacher with your concerns.
- If you remain dissatisfied, you should follow the school's complaints procedure, as detailed in the school prospectus.

There is a leaflet on Camden Council's website giving advice about how to complain about a school service: <http://www.camden.gov.uk/schoolcomplaintsleaflet>

Call or go on the website of one of the organisations dedicated to supporting parents and carers. They will give you independent advice and support. For example, Parentline Plus on 0800 800 2222 or the Parents Anti-Bullying Helpline on 08451 205 204.

HELP ORGANISATIONS:

- **Childline: 0800 1111 (open 24 hours a day, every day)**
Counselling service for children and young people under 19.
- **<http://www.childline.org.uk/Explore/Bullying/Pages/Bullying.aspx>**
- **Family Lives: 0808 800 2222 (open 7am-midnight every day)**
Information, advice, guidance and support on any aspect of parenting and family life, including bullying.
- **Get Connected: 0808 808 4994 (open 1-11pm every day)**
Free confidential help for young people under 25.
- **http://www.nspcc.org.uk/help-and-advice/worried-about-a-child/onlineadvice/bullying/bullying-a_wda87098.html**
- **Bullying Online www.bullying.co.uk for further support, links and advice**
- **www.kidscape.org.uk for further support, links and advice**
- **<http://www.stonewall.org.uk/> support for Homophobic bullying**
- **http://www.stonewall.org.uk/documents/teachers_report_2014.pdf**