



St Joseph's Catholic Primary School **Anti Bullying Policy**

Name of the school

St Joseph's Catholic Primary School

Relevant legal guidance

- Safe to learn DfE 2017
- Cyberbullying DfE 2014
- Preventing and tackling bullying in schools 2017

Mission Statement – adult version

'You are precious in my eyes'

At our school bullying behaviour is unacceptable and will not be tolerated. We encourage children to work against it and to report any incidents of bullying. Through assemblies, PSHE, circle time, class worship and discussion times, pupils are made aware of the school's anti-bullying policy.

We want to create a "Bully Free" school. We need to have open and effective communication so that children feel confident and know that something will be done to help.

Emphasis is placed on the fact that action on bullying can only be taken if it is brought to someone's attention. The school promises its pupils that it will act positively in all instances of bullying. Whenever appropriate, the parents of the bully will be involved and kept closely informed about the situations. Sanctions for bullying will usually be appropriate to the nature of the incident. All cases should be treated with the utmost sensitivity.

Aims and objectives of the policy

Aims

- To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour
- To bring about conditions in which bullying is less likely to happen in the future
- To reduce and, if possible, to eradicate instances of all types of bullying
- To clarify the reporting processes
- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way

- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour

Objectives

- We need to emphasise prevention.
- We need to support both the victims and the bullies.
- Use the curriculum to give messages about acceptable behaviour.
- Communicate to parents and pupils what our policy is.
- Give pupils opportunities to talk about bullying.
- Good supervision of key areas in the school – welfare assistants at lunchtime.
- Clear procedures for investigating incidents.
- Build on what the school values. Definition of bullying

Definition: Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time and involves an imbalance of power, leaving the victim feeling defenceless.

The main types of bullying can be identified as:

Physical

- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching/kicking
- Damaging school work and equipment

Verbal

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Extortion
- Ostracising

Indirect

- Excluding people from groups and spreading hurtful and untruthful rumours

Cyber bullying

- The use of text messaging, emailing, videoing and internet usage deliberately to upset someone else

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying.

St Joseph's Procedures on Dealing with Bullying Incidents

- If a member of staff is witness to a bullying incident or one is brought to their attention they must report it to the Headteacher / Deputy Headteacher or Senior leader and bullying incidents are logged on the CPOMS system to monitor.
- If an accusation is made by parents about their child being a victim of bullying the headteacher always asks for time to monitor the situation. This allows the Headteacher time to interview the alleged 'victim' first, next the alleged 'bully' then involve and pupils any adults who may have information and then the situation is monitored closely e.g. playtime observations. The Headteacher will always feed back to the parents on their findings and actions taken, resulting outcome and ways forward.
- If a child's name is found on CPOMS on more than 3 occasions a meeting with the child's parents will take place.

Dealing with Bullying Incidents (General info)

- ♦ Don't over react even though you might want to sympathise with the victim and feel annoyed with the bully.
- ♦ When talking to a child, who has bullied, label the behaviour not the child.
- ♦ Avoid shouting as this makes both you and the child bad tempered.
- ♦ Develop good relationships by talking in a friendly way, using names, using friendly gestures, smiles etc.
- ♦ Keep calm. Think quickly, act slowly.
- ♦ Try to be fair, offer solutions you can agree to.
- ♦ Keep control of conversation. Don't allow child to side-track you by putting the blame on another.
- Give support to both victim and bully. Victim needs self-esteem and self-value. Bully needs to work with others (co-operation rather than competition) Do not "bully" the bully – find out why they are bullying.

Role of the Headteacher and Governing Body

The school will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the head teacher to the governing body on a termly basis.

Dissemination of the policy

The policy is to be used as a key vehicle for communicating and celebrating the anti bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti bullying policy into staff and governor handbooks, the school curriculum and whole school assemblies, all school staff training as well as taking on board other opportunities to raise awareness e.g. anti bullying week and targeted group work. The policy is made available on the school website.

Procedures for monitoring and evaluation of policy

The school will monitor and evaluate bullying by:

- Keeping records of all incidents. This is done via the CPOMS system

- A range of data from pupil surveys e.g. during anti-bullying week
- Annual Pupil and Parent Questionnaires
- Records of peer mentoring initiatives e.g. buddy schemes
- Parental complaints, records of complaint logged
- Discussions at staff/SLT/ meetings
- Headteacher reports to the Governing body

Links with other relevant policies

- PSHE,
- Behaviour Policy
- Child Protection policies
- Online safety

Scope/extent of policy (e.g. school site, outside school site; school visits, trips; school transport etc)

Although there is no specific policy for this, any incidents would be dealt with immediately by staff members and reported back at school as per normal procedures.

Named member of staff responsible for dealing with anti bullying incidents

The person responsible for all bullying incidents in school is the Headteacher.

Parental support for all pupils involved in bullying incidents

The school endeavours to have open and supportive communication with parents in relation to all bullying incidents. Parents who are concerned that their child may be being bullied, or who may suspect that their child may be the perpetrator of bullying, should contact the class teacher immediately. Parents have a responsibility to support the schools anti bullying policy and to actively encourage their child to be a positive member of the school.

Curriculum Content that supports the anti-bullying programme

- Personal, Social, Health Education
- Religious Education and Pastoral care
- Creative learning
- Circle time activities
- Whole school assemblies
- Multi agency working e.g. NSPCC
- Anti-bullying themed days/ Anti bullying week work

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Approved by	Quality of Education Committee
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