St. Joseph's Catholic Primary School
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St. Joseph's Catholic Primary School

Anti-Bullying Policy

St. Joseph was a worker.
The community of St. Joseph's works hard together.
We respect and care for each other.
We are open to and for each other.
We make wise choices and always do our best.
We learn to live life to the full.

As expressed in John 10:10:

"I have come that they may have life, and have it to the full."

Policy Approved by:	Local Governing Board
Date of Approval:	29th September 2026
Review Interval	Annually
Date of next Review:	29th September 2027

This policy works in partnership with the Code of Conduct, Behaviour, Home-School Agreement and Online-Safety Policy. It should also be read alongside the DfE's guidance on preventing bullying (2017), found at https://www.gov.uk/government/publications/preventing-and-tackling-bullying

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.

To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

• Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)

• Verbal (e.g. name calling, ridicule, comments)

• Cyber (e.g. messaging, social media, email)

• Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)

Visual/written (e.g. graffiti, gestures, wearing racist insignia)

• Damage to personal property

• Threat with a weapon

• Theft or extortion

Persistent Bullying Bullying can be based on any of the following things:

• Race (racist bullying)

• Sexual orientation (homophobic or biphobic)

• Special educational needs (SEN) or disability

• Culture or class • Gender identity (transphobic)

• Gender (sexist bullying)

• Appearance or health conditions

• Religion or belief

• Related to home or other personal circumstances

• Related to another vulnerable group of people

At St Joseph's we are proud of our friendly school; however we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not.

Our aims:

- Ensure that all children and adults within school have a common understanding of what bullying is
- Minimise all forms of bullying;
- Communicate clearly to children and parents the school's strong response;
- Stress that the whole school community acts together on this issue;
- Continually work to maintain a warm and harmonious atmosphere within school

Children will be encouraged to use scripture as a guide for acceptable behaviour.

Principles

- All children are expected to live out the Christian values.
- All children are expected to follow our school mission statement and associated values
- All allegations of bullying will be carefully investigated;
- Pupils, parents and staff will be encouraged to talk openly about the issue;
- As part of the curriculum, greater understanding of bullying in all its forms will be developed; Children will be taught strategies to help them deal with bullying situations which they may encounter;
- Staff will respond calmly and consistently to allegations or incidents of bullying;

- The school will protect and support all parties during school / extracurricular time and on school premises whilst issues are resolved.

Whole School Strategies to Minimise Bullying

• Our school mission statement is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

• The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

• Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

• Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

• Stereotypes are challenged by staff and pupils across the school.

• Pupils are involved in developing school-wide anti-bullying initiatives throughout the year e.g. Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

• Each class has a Worry Box that the children can use to write about any worries they have or incidents that have upset them. The class teacher regularly checks the box and deals with any issues that arise.

• Every class from Year One-Year Six has two elected School Councillors. They hold weekly meetings in the class to discuss any issues that their classmates have and these are discussed and hopefully resolved during weekly School Council meetings led by a designated member of staff.

• As stated in our Online-Safety Policy, any bullying out of school that affects our pupils will be dealt with by the school. Please see our Behaviour Policy for more information.

• There will be regular teacher – class discussion, e.g. during circle time, dealing with friendship / playtime issues.

• Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist "joining in" with bullying;

• Each class has a reflection book, where children are encouraged to write down their thoughts and reflections.

• When celebrating Anti-bullying Week (often during Autumn Term) we highlight what the children should do if they are concerned about themselves or someone being bullied: If you see someone being bullied: •DON'T rush over and take the bully on (eg. If you see someone being bullied, get an adult rather than trying to stop the bully yourself);

•DO let a teacher or other staff member know;

•DO try to be a friend to the person being bullied;

•DON'T be made to join in;

•DO try to help the bully stop bullying. If you are a victim of bullying:

•TELL a teacher or another adult in school;

•TELL your family;

•TAKE a friend with you if you are scared to tell someone by yourself;

•KEEP telling people until someone listens;

•DON'T blame yourself for what has happened.

We also think about Online Safety and cyber-bullying normally in February around national Safer Internet Day.

Reporting bullying

If a pupil is being bullied, they should tell their class teacher, or any other member of staff. They can report bullying by talking to someone or leaving a message in the Worry Box.

Reporting- roles and responsibilities

• Staff: all staff have a duty to challenge bullying report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

• Senior staff: The Senior Leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

• Parents/carers: Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

• Pupils: pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it. When bullying has been reported, the following actions will be taken:

How the School Responds To Specific Allegations of Bullying

1. The school is loving and nurturing towards all pupils allowing them to freely discuss concerns and issues.

2. The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible.

3. The class teacher takes steps to discuss the problem with the bullies to establish the situation and talk through any issues. An early resolution is sought using these tactics. SLT/HT informed. All incidents are recorded on CPOMs

4. Both bullied and bullying parties are informed that the situation is being monitored by the class teacher/s concerned and by HT/SLT. Information disseminated to support staff and lunchtime supervisors to keep an eye out for trouble

5. If there is no improvement, or further bullying occurs, the issue is taken over by the Headteacher. The parents of the bullying child must be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the bully will be excluded for a fixed term in the first instance, in line with our Behaviour and Exclusion policies.

6. As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes;
- Where the bullying child should be at specific times of the day;
- Who they should report to, and when:
- Who they should keep away from:
- What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending day.

Individual circumstance will determine the precise arrangements to be made.

7. Support is given to the bullying child to raise their self-esteem and develop appropriate social skills.

8. Children will be encouraged to turn to God in prayer for strength and understanding at difficult times in their life.

9. Designated school staff will produce termly reports summarising the information which the Headteacher will report to the governing body

10. Staff will assess whether parents and carers need to be involved.

11. Staff will assess whether any other authorities (such as the police or local authority) need to be involved, particularly when actions take place outside of school.

<u>Bullying outside of school</u>

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside if school and report and respond according to their responsibilities outlined in this policy.

• School staff will take action if incidents of bullying that happen outside school are reported to them

• School staff members have the power to discipline pupils for misbehaving outside the school premises However, DfE guidance states that school staff can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

<u>Electronic devices</u>

If an allegation of bullying is made which involves the use of a mobile phone or other electronic device(s) which the child has with them in school, staff will seek permission from the Headteacher before seizing these items. If the Headteacher believes that there is a good reason to examine data or files, she will consult with parents before doing so.

The Headteacher will follow the DfE guidance (p.8 and 9) if such an event occurs.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS, and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitors in school, with the Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Training

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The Headteacher is responsible for monitoring the policy on a day-to-day basis. The Headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 2 years, in consultation with the whole school community including staff, pupils and Local Governing Body.