



St. Joseph's Catholic Primary School

Mission Statement

We follow in Jesus' footsteps as we care for each other when we work, play and pray.

Anti-Bullying Policy

At St. Joseph's Catholic Primary School we recognise that all children have rights as outlined in the UN Convention. As duty bearers, we have the responsibility to respect these rights and are committed to supporting our children through their education and to ensure that they are rights-holders.

Affirmation

St. Joseph's recognises that bullying is a serious issue. Respect for self and others as a part of God's creation is at the heart of our School Aims and everyone is responsible for ensuring the safety of everyone else in the school. We recognise the damage bullying can cause to the life of the victim, the bully and the school as a whole. We are committed to challenging the assumption that bullying is inevitable and are working towards stopping completely.

Aims

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- The prevention of bullying
- The reporting of bullying
- The recording of incidents of bullying
- Supporting the victim
- Supporting the bully
- Sanctions
- Communication

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school and therefore, ensure that each child feels safe and protected. (Article 19 CRN)

What is Bullying?

At St Joseph's we have adopted the definition of bullying provided by the Anti-Bullying Alliance: "The repetitive, intentional hurting (physical or emotional) of one person or group by another person or group, where the relationship involves an imbalance of power."

We recognise that there are three main types of bullying

- **Verbal bullying** is saying or writing mean things. Verbal bullying includes:
 - Teasing
 - Name-calling
 - Inappropriate sexual comments
 - Taunting
 - Threatening to cause harm
- **Social bullying**, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
 - Leaving someone out on purpose
 - Telling other children not to be friends with someone
 - Spreading rumours about someone
 - Embarrassing someone in public
- **Physical bullying** involves hurting a person's body or possessions. Physical bullying includes:
 - Hitting/kicking/pinching
 - Spitting
 - Tripping/pushing
 - Taking or breaking someone's things
 - Making mean or rude hand gestures

Bullying results in pain and distress to the victim. We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups (for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities). Bullying can be motivated by actual differences between children, or perceived differences.

Bullying can fall into the following categories:

- Emotional: derogatory name calling of an insulting and/or personal nature.
- Physical: pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti or gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: because of, or focusing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats.
- Cyber: All areas of the internet such as email and internet chat room misuse, threats by text message and calls and misuse of camera and video.

Dealing with Bullying

At St Joseph's School our Anti-bullying Policy is linked with our whole school Behaviour Policy. When responding to a bullying situation we aim to:

- Never ignore suspected bullying
- Never make assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow-up shortly after intervention and sometime after to check the bullying has not resumed.

At St Joseph's we use an approach called 'let's start S.T.O.P' The acronym S.T.O.P helps children identify what bullying is; Several Times On Purpose. It helps them decide what to do about it; Start Telling Other People and it also acts as an assertive phrase 'STOP! I don't like that'. This message is promoted each term and where necessary in school (not just during Anti-Bullying week).

We also promote the following responses from our children:

How can we help to stop bullying at our school?

If you are being bullied

- Tell an adult or somebody you trust what has happened straight away.
- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend or Peer Mediator to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

Prevention

The school is committed to stopping bullying altogether. In order to do this the school will:

- Ensure whole-school and class rules reaffirm expected behaviour
- Take seriously and investigate all complaints from pupils, staff and parents where a child has been physically or

emotionally harmed, even if these are one-off incidents

- Have an Anti-Bullying Week every year to promote the school's bullying policy and anti-bullying strategies.
- Deliver anti-bullying lessons in PSHE and RE lessons, circle time and other relevant subject areas throughout the year.
- Deliver training to staff on the Anti-Bullying Policy and other associated issues, ensuring they are aware of symptoms of bullying.
- Ensure that all parents have a copy of the Anti-Bullying Policy available to them
- Translate the Anti-Bullying Policy into relevant languages if requested
- Empower the children to support each other through Mental Health Ambassadors and Play Leader schemes with the necessary training provided.
- Provide an area and time where children can go to if they have problems or concerns
- Promote a no-touch policy
- Promote a high level of vigilance from staff, pupils and parents
- Ensure sanctions are applied to punish bad and hurtful behavior
- Provide training for staff on how to deal with a disclosure about bullying
- Carry out regular pupil surveys including through circle time/class councils allowing pupils to disclose if they or others are being bullied
- Provide a worry/ concern box when necessary
- Ensure pupils understand bullying is not acceptable and how bullies and victims will be treated
- Provide an open door policy for parents who have concerns
- Consult with pupils about the effectiveness of anti-bullying strategies and their ideas for improvement (Article 12 CRN –pupils are entitled to give their opinions).
- We also recognise that the perpetrator may be a victim of child abuse and if there is a cause for concern, a Designated Safeguarding Lead would put support in place.

Response & Reporting

In cases of reported bullying:

The person who the incident is reported to will:

- Reassure the victim that it is right to tell and that the matter will be handled sensitively.
- Listen carefully to both parties recording as many details as possible.
- Affirm the victim's self-worth offering comfort and support.
- Confirm the School's firm policy towards such behaviour.
- Inform a member of the Senior Leadership Team about the incident.

The Senior Leadership Team Member will:

- Decide, in consultation with other staff and the victim whether any support is needed, and if it is indeed bullying.
- Explain fully to the perpetrator the wrong done, in line with the School's behaviour policy.
- Decide, in consultation with other staff what actions the school will take to discipline the perpetrator.
- Inform the parents verbally or in a letter about the incident and the actions the school is taking to discipline the perpetrator.
- Refer incidents to the Head of School and Executive Principal as appropriate.
- Inform the Head of School, Executive Principal and SENCO where necessary.

The Head of School and Executive Principal will:

- Liaise with other members of the Senior Leadership team including Phase Leaders to make arrangements for support programmes when they are deemed to be appropriate.
- Discuss incidents with parents as appropriate.

- Sanctions put in place for perpetrator including withdrawal of break times and lunchtimes which can include withdrawal of other privileges
- Exclude pupils internally or externally from school for serious offences, as and when necessary.

The role of parents and carers

Parents and carers 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 Executive Principal or Head of School. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus.

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

Further Victim Support

- Ensure the victim is happy with action taken
- Arrange an apology, written or verbal, from the perpetrator of the bullying.
- Discuss with the pupil what support they feel that they need.
- Discuss with the parent/s what support they feel their child needs.
- Make referrals to external agencies if necessary.
- Offer a meeting with the perpetrator of the bullying.

Support for the perpetrator

The school recognises that bullying can damage the life and education of the bully as well as the victim. Students that bully will be offered a range of support. This will include one or more of the following:

- Discussion to find out why they are bullying
- Give them chance to make a fresh start in line with the Gospel values of our school
- Supervised break times.
- A report card.
- A Behaviour Action Plan.

Discussion with parents

- A Pastoral Support Programme.
- A referral to an external agency if appropriate.

The role of the Governors

The Governors support the Executive Principal, Head of School and staff in all attempts to eliminate bullying from our school.

The Governors monitor incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The Governors require the Executive Principal and Head of School to keep accurate records of all incidents of bullying, and to report to the Chair of Governors/ 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 Governors to look into the matter via the Complaints procedure (see policy).

St Joseph's Catholic Primary School Anti Radicalisation Statement

St Joseph's Catholic Primary School is fully committed to safeguarding and promoting the welfare of all its pupils. As schools we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At St Joseph's Catholic Primary School all staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. (Article 14) In formulating this statement, the Academy Committee have taken account of the guidance from the Department for Education (DfE) who has called for all public bodies to make explicit their preventative measures to minimise the threat of extremism in their setting. The Academy Committee have a zero tolerance approach to extremist behaviour for all community members. We rely on our strong values to steer our work and ensure the pastoral care of our pupils protects them from exposure to negative influences.

Pupils are encouraged to adopt and live out Gospel Values. These complement the key "British Values" of tolerance, respect, understanding, compassion and harmonious living.

Review

The policy will be reviewed in July 2027