

# St Joseph's Catholic Primary School

## Anti- Bullying Policy 2024-25



Ratified on:

Headteacher: Mrs E Maher

We are children of God: we achieve, believe and care.

St Joseph's Catholic Primary School  
Anti – Bullying Policy

**Aims and Expectations**

At St Joseph's Catholic Primary School we recognise that everyone is a unique person, created in the image of God. We recognise the differing personalities and diversity that make up our school community and are determined to ensure that we meet the educational, personal, social and spiritual needs of all our children. It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring, Christian community whose values are built on mutual trust and respect for all. The school Anti-Bullying policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to provide an environment where:

- everyone feels happy, safe and secure;
- good relationships are promoted, so that people can work together with the common purpose of helping everyone to learn;
- everyone can work together in an effective and considerate way;
- there is a calm and purposeful atmosphere to support learning;
- increased independence, self-motivation and self-discipline are encouraged so that each child learns to accept responsibility for their own behaviour;
- success, inclusion and self-worth are valued;
- pupils become positive, responsible and increasingly independent members of the school community.

We treat all children fairly and apply this anti-bullying policy in a consistent manner.

**S.T.O.P.**

Bullying is if someone does something unkind to you **Several Times On Purpose**.

If someone does bully you, you must **Start Telling Other People**.

At St Joseph's Primary School we respect every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.

Bullying of any kind is unacceptable in our school.

Our anti-bullying policy ensures that all our children can learn in a supportive, caring and safe environment without fear of being bullied. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell the staff, parents or a trusted adult.

## **Our aims are**

- To promote the well being of all pupils.
- To prevent, reduce and eradicate all forms of bullying
- To offer an environment free from all forms of abuse.
- To have a consistent approach for dealing with incidents of bullying.
- To promote a whole school approach, where signals and signs are identified and swift and effective action is taken.
- To ensure that all pupils, staff and parents are aware of this policy and their obligations.

## **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is different from other types of aggressive behaviour because it is defined as something that happens more than once and is directed specifically at an individual or group.

We define bullying as physical or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the 'STOP' acronym that leads to children knowing they should 'Start Telling Other People'.

## **Bullying can be:**

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing, using racist or homophobic language
- Cyber -All areas of internet, such as email & social media misuse; mobile threats by text messaging & phone call; misuse of associated technology , i.e. camera & video facilities

Bullying can also take place through third person involvement i.e. another person being encouraged to take part in any of the behaviours above.

## **Why are children and young people bullied?**

Specific types of bullying include:

- bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health
- Bullying relating to sexual orientation (homophobic or transphobic bullying)
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately, with an awareness of the vulnerability of some people.

### **Bullying is not:**

It is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying, although we will help our pupil's learn how to deal with this kind of behaviour appropriately.

### **Why is it Important to Respond to Bullying?**

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Procedures**

- Children are encouraged to 'Start Telling Other People'

- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- Children may post a message in the worry box to voice any concerns.
- The boxes will be checked regularly by the class teacher.
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying.
- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher.
- If they are unable to investigate the matter must be referred immediately to a senior member of staff.
- The Headteacher will also be informed and, if bullying is confirmed it will be logged electronically on Arbor – all instances of bullying will be recorded and monitored for patterns of behaviour.
- Teaching Assistants should report to a class teacher or senior member of staff if they have any concerns about potential bullying.
- Lunchtime assistants report to the class teachers and the Head teacher where there are any concerns about children's behaviour.
- Parents are encouraged to share any concerns with their child's class teacher or a member of senior management.

In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

## **Outcomes**

### Victim

- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

### Perpetrator

- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence
- Children are helped to reflect upon their actions and to empathise with how the bullied child may feel.
- Children that have bullied are supported to modify their behaviour –this may be through a report card, structured lunchtimes including pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- Other consequences may take place (inline with behaviour and discipline policy)
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

#### Parents

- Parents / carers of both victim and perpetrator will be kept informed throughout the process
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parent views will always be considered but the school will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.

#### Reconciliation

- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person
- Children will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.

#### Recording

- All serious behaviour incidents are recorded on Arbor. They are periodically checked to see if there are patterns of behaviour that may be regarded as bullying.
- Definite incidents of bullying are recorded on Arbor which is used to highlight repeat incidents.
- The Senior Leadership Team are responsible for co-ordinating the recording system, liaising with class teachers and other staff to ensure that incidents of bullying are not missed.
- Periodic analysis of incidents ie numbers of incidents, numbers of children involved, analysis of sanctions etc will help staff to measure the success of our policies of poor or challenging behaviour

## Prevention

Although everyone in school has an active role in tackling bullying a named team has been organised to collaborate and monitor anti-bullying progress within the setting:

Mrs Johnson – Anti-bullying co-ordinator

Anti-bullying pupil team

Mrs Maher – Head Teacher

Mrs Ward –TA

We aim to help children to prevent bullying. As and when appropriate, children may

- be involved in discussion about writing school rules
- write and sign class rules at the start of each year
- take part in PSHE lessons which focus on anti-bullying
- take part in anti-bullying assemblies and workshops
- take part in CEOP workshops, which focus on cyber-bullying
- complete questionnaires asking for their views on bullying in school
- help update the child-friendly anti-bullying policy
- have discussions about bullying and why it should not happen

Both children and parents are made aware of how to use the internet safely and of the possibilities of cyber bullying.

This policy will be reviewed annually and shared with all staff at the beginning of each school year.

