



**ANTI-BULLYING POLICY**  
**WITH LOVE WE GROW**

## **MISSION STATEMENT**

At St Joseph's, we work, learn and play together in God's love.

### **Statement of Intent**

We are committed to providing a caring, friendly, and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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.

### **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.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence.
- **Racist:** racial taunts, graffiti, 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.
- **Cyber:** all areas of internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

### **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.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school.
- Doesn't want to go on the school/public bus.
- Begs to be driven to school.
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing"
- Asks for money and starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises.
- Comes home starving (lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating
- Is frightened to say what is wrong.
- Gives improbable excuses if any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Role of the Governors**

The governors will liaise with the Headteacher over all anti-bullying strategies, and be made aware of individual cases where appropriate.

The governing body will discuss, review and endorse agreed strategies and will discuss the Headteacher's report on the working of this policy.

The governors will liaise with the Headteacher to arrange for a regular programme of staff development, which will include child protection and anti-bullying strategies. This will include training for support staff as well as teachers.

## **Role of Staff**

### ***The Headteacher:***

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst pupils and will endeavour to:

- ensure that all staff have opportunities to discuss strategies and review them regularly;
- determine the strategies and procedures in the policy;
- discuss development of the strategies with the Senior Leadership Team;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, volunteers, parents, carers and pupils and report to the Governing Body.

### ***The Teaching and Support Staff:***

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep SLT informed of incidents;
- refer and liaise with inter agency working groups if necessary
- Arrange relevant pupil training with the Head, determine how best to involve parents in the solution of individual problems; and ensure proper record keeping.

### ***All other staff and volunteers will:***

- know and follow all relevant policies and procedures;
- keep clear records on CPOMS
- be observant and talk to pupils;
- deal with incidents according to the policy;
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity;
- take action to reduce the risk of bullying at all times and in places where is most likely; and
- discuss from time to time where extra staff might be needed.

## **Dealing with incidents**

- If bullying is suspected or reported, the incident will be investigated and dealt with immediately by the teacher approached.
- If a racial element to the bullying is suspected the Head/ Deputy Head must be informed immediately.
- The teacher will record the details of the incident on CPOMS and inform the relevant senior staff.
- Staff teaching the bullied pupil and the form teacher will be informed via CPOMS.
- The appropriate strategy and plan of action to combat the bullying will be decided upon by the Class Teacher with SLT support.
- The implementation of the strategy will be overseen by SLT.
- Parents/carers will be kept informed by the relevant staff.
- Any sanctions will be determined by the Headteacher.

## **In any incident of bullying, staff are aware of the following principles:**

- It is important that children who experience bullying can be heard.
- It is important to note that people react differently to bullying and it is often very difficult to tell if someone is upset or hurt.
- If children feel upset, they are encouraged to speak to their teacher or a responsible adult at an appropriate time or put a note in the confidential worry box in each classroom.
- It must be emphasised to the children that they should NEVER take the law into their own hands and should remember that physical aggression is not acceptable.
- They should be reassured that the adult will try to sort out the problem as calmly as possible.
- The most serious incidents are referred to the Headteacher.
- Parents/carers will be requested to come and discuss matters.
- The incident would be noted down and put on CPOMS in the child's folder.
- Pupils will be told always to report incidents of bullying.

## **Reporting and Recording**

- All incidents must be reported and recorded in full on CPOMS.
- The Headteacher will report incidents of bullying and responses to the Governors through the termly Report to Governors.

## **Anti-Bullying Education in the Curriculum**

- The school will raise the awareness of the anti-social nature of bullying through the PSHE curriculum which is integrated into the thematic curriculum, the Religious Education curriculum, assemblies, Collective Worship and in liaison with the School Council
- The PSHE subject leader and other subject leaders are responsible for initiating

- and developing an anti-bullying programmes as part of the wider curriculum
- Teachers are responsible for introducing anti-bullying material in their programmes of study as appropriate.
  - Changing the attitudes and behaviour of bullies will play a major part in the strategies used by the school. **Children's Emotional Literacy is developed by teaching them a wide vocabulary of words for emotions and by using visual images like 'The Blob Tree' for example (see appendix).** We believe that this makes them better able to express and understand feelings, improving empathy and helping them to resist attempts at bullying. We also consider that being able to understand and express emotions reduces conflict between children and makes them less inclined to misinterpret the actions of others, which can be a factor in bullying.

### Supporting Pupils

- **Bullied Pupils:** Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support.
- **Bullies:** It is recognised that support must also be given to the perpetrator/s. Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. Possible approaches might initially be to adopt the '7 Steps Approach'. (see appendix) However, the school recognises that sanctions will also have to be used against bullies when positive approaches do not work.

All the children concerned should be fully involved in the discussions leading up to the solution and should not be left feeling isolated. Honest group discussions that involve both bullied and bully with other children of their choice attendant and encouraged to participate, help the children to resolve the matter themselves with support and vigilance from the staff and is the most effective way. Parents will need to be kept fully informed.

### Sanctions

Where pupils do not respond to preventative strategies to combat bullying, tougher action will be taken to deal with persistent and violent bullying. Sanctions are determined by the nature of the bullying on a case to case basis. Sanctions might include:

- Writing a letter of apology
- Removal from the group (in class);
- Withdrawal of break and lunchtime privileges;
- Withholding participation in any school trip or sports events that are not an essential part of the curriculum;
- **Fixed term and permanent exclusion from school.** An exclusion would only be considered in a case of extreme and continuing bad behaviour, bullying, sexual harassment etc. Any exclusion for even a short period would be discussed and agreed by the Chairman of Governors and the Head.

## **Involving Parents and Carers**

- Parents and carers, as well as all staff and pupils, should know that the school will not tolerate bullying, and takes a positive, active approach to educating pupils to combat it. Parents will be informed of the policy and procedures.
- Parents and carers of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate.

## **Involving Pupils**

- Pupils will be involved in the positive strategies through both the school council and form groups. Pupils will have an input into the anti-bullying strategy.
- A major part of the strategy will consist of educating pupils in how to cope with bullying.
- Pupils must know to whom they should go if they are being bullied or if they are concerned about another child.

## **Monitoring**

The Head and the Senior Leadership Team will consider reports of bullying to determine what can be learned from the incidents and how they were handled, with a view to improving the school's strategies. These reports will also enable patterns to be identified. The Headteacher will report to the governing body termly.

## **CYBER BULLYING**

### **What is it?**

- "Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself." (Report to the Anti-Bullying Alliance by Goldsmiths College, University of London)

### **Types of Cyber Bullying**

Identified categories of cyber bullying:

- Text messaging bullying including sexting (also known as youth produced sexual imagery)
- Picture/video clip bullying via mobile phone or other device including involving children in looking at or in the production of inappropriate images, watching

inappropriate activities, encouraging children to behave in appropriate ways or grooming in preparation for abuse. This can include sharing indecent images of themselves or others via mobile phones, webcams, social media and instant messaging platforms

- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying
- Bullying via websites/apps/messaging platforms
- Online harassment
- upskirting

Laws aimed at combating cyber bullying

- Protection from Harassment Act '97
- Malicious Communications 1988
- Telecommunications Act 1984

### **School Policy on Cyber Bullying**

No pupil mobile phones are allowed in school. Pupils who need to carry mobile phones for journeys to and from school must hand their phones in on immediate arrival at school and collect the at the end of the school day.

The school recognises that many pupils have mobile phones and other technology outside school and to that end:

- the school arranges for internet safety sessions to be delivered regularly to all pupils
- the school arranges for regular internet safety information updates to be given to parents and carers
- staff have a duty to make sure that they are familiar with their role in dealing with cyber bullying.
- victims should keep all communications as evidence for tracing and possible police action.
- the school has an Acceptable Use Policy for the use of technology and access is screened by a variety of blocks which are updated regularly.
- Teachers must teach safe internet use and strictly apply all school policies.

St Joseph's believes that parental support and understanding in safe use of the net is an essential component in managing cyber bullying. The use of the web is an essential part of modern life and the young are the pioneers.

Balance and perspective are essential as is a whole community approach to ensuring safe use of the internet. The responsibility for this is both the school's in educating their pupils for safe use on the internet, and the parents and carers' in understanding that they need to monitor and manage their children's use of the internet.

Useful websites for community use:

[www.childnet.com](http://www.childnet.com)

[www.digizen.org](http://www.digizen.org)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

Children should understand that they must tell an adult if they are being bullied in these ways, that they should not delete any bullying messages or texts, but they should never respond to these.

This policy should be read in conjunction with other relevant school policies including:

Behaviour Policy

Single Equalities Policy

Special Educational Needs Policy

Acceptable Use Policy

Online Safety Policy

This policy will be reviewed annually by the *Governing Body*

This policy was reviewed in Sept 2023.