

ANTI-BULLYING POLICY

The mission of St. Joseph's School is to promote a full understanding of the Catholic Faith and in so doing to reflect the teachings of the Gospel and the love of Jesus in the daily life of the school. This means that all individuals within the school should be treated with love and respect. We are committed to serving our community and local area. In doing so we reinforce British values, which are taught in line with Gospel values. We see bullying as a direct conflict against our mission statement. This policy sets out to prevent and address the issue of bullying, it has been agreed by staff and governors and is upheld by everyone within the school.

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 a school we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At St Joseph's 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. In formulating this statement, the Governors 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 Governing Body has 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.

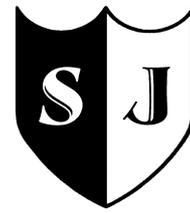
What Is Bullying?

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, being critical of appearance
- **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 the internet, such as e-mail and internet chat room misuse. Mobile phone threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.





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.
- 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 schoolwork.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing"
- Asks for money and starts stealing money
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises.
- Comes home hungry
- 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.

We seek to prevent and address the issue of bullying in the following areas:

- a) Awareness
- b) Prevention
- c) Action

Awareness

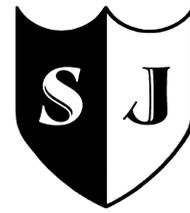
It is essential that all the children in the school are aware what constitutes bullying. They are made aware –

1. Through the R.E. programme taught within school
2. Through assemblies
3. Through PSHE and Citizenship work
4. Through taking part in thematic work such as Anti-Bullying Week (16th – 20th November 2015)



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Children should be encouraged to report any incidents that they consider to be bullying. These complaints should always be investigated. Teachers and support staff within the school should try to be aware of signs of bullying and should report instances of behaviour, which are likely to lead to bullying. Parents or family members are often the first to know about incidents of bullying. All parental concerns with regard to this should be followed through and findings reported back to the parents.

Prevention

It is the aim of St. Joseph's School to prevent bullying from occurring. In order to do this we:

- Regularly remind children that we should try to follow the example of Jesus in our lives, that he was always kind and caring and that during his life he tried to love his neighbour as himself. These reminders occur both inside and outside the R.E. syllabus and are repeated almost every day.
- Regularly remind children before breaks that playtime is an opportunity to spend a happy time with friends and to relax between periods of work. It is the duty of each individual child to make sure that they help to make playtimes happy for everyone.
- Regularly remind children that everyone should feel safe at school – that their parents have a right to feel that they have left their children in a safe place. It is the responsibility of each one of us to make sure that everyone is safe at school. Assemblies and prayer times are the main vehicles for these reminders.
- Encourage children to tell an adult if they feel sad, upset or cross about situations that occur during the day at school. The adult helps the child to deal with these feelings and should report them if they are repeated or give cause for concern in the severity or potential for bullying.
- Give public praise for examples of kind behaviour in all areas of school life. This takes the form of house points, stickers, certificates and Commendations as rewards. Praise is given in class or in commendation assemblies; lunchtime staff are also given stickers to use as rewards for good behaviour.
- Work within the School Council to help identify issues of bullying and as a forum for developing anti bullying strategies.
- Ask children to work as buddies or mentors in order that they may look out for and report quietly any instances of behaviour that could be considered bullying.
- To regularly provide teaching sessions or assemblies to address the issues of cyber-bullying in order to assure that they have the knowledge necessary to recognise and combat this mode of bullying. (Please refer to E-Safety Policy)

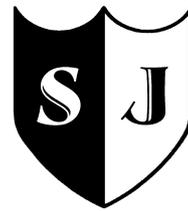
Action

Reports by children:

The class teacher should initially investigate these. If the incident is severe i.e. repeated inappropriate behaviour, racist, religious or homophobic in nature, very upsetting for the child, particularly nasty in content or appears to have far-reaching ramifications, it should be reported to the Head Teacher or the Deputy Head Teacher.

The Head Teacher and Deputy Head Teacher should investigate the incident and talk to all children involved. The investigation should continue until the root cause of the incident is uncovered if possible. A note should be made of the incident. If the investigation uncovers sustained bullying, parents of all children involved should be notified.





Discussion with parents should be recorded. If the incident is isolated but has the potential for bullying, the children should be told what to do if there is a repeat of the incident and what the consequences will be. (i.e. parents will be informed).

Responses to bullying may include:

- a) Discussion with all parties involved
- b) Mentoring sessions
- c) Restorative work
- d) Detention during break times
- e) Lunchtime exclusion
- f) Fixed term or permanent exclusion

The victim of the bullying and his / her parents should be told what action has been taken.

For sustained and repeated bullying regardless of the sanctions stated above, governors will be informed and more serious consequences such as fixed term or permanent exclusions may follow.

If a child has to be excluded, this will be done in accordance with DFE, Walsall Children's Services and Diocesan guidelines. Parents will be involved in the process and notified of their right to appeal. Copies of all documentation will be sent to the LA.

Verbal Or Written Concerns From Parents

The Head or Deputy, who may ask the class teacher to carry out some initial investigation, should deal these with. Incidents should be recorded and findings reported to the parents who expressed the concern. Procedures and sanctions apply as previously stated.

Arguments, fights etc. between children and isolated incidents of unacceptable behaviour are dealt with under the remit of the school Behaviour Policy.

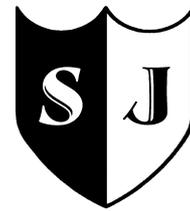
Bullying Of Staff By Pupils, Parents / Carers Or Other Staff

Bullying can occur between adults. Staff are sometimes bullied by parents. Staff as well as children benefit if school establishes an ethos that repudiates bullying. The Senior Managers and Governors of the school strive to support the emotional health and well being of the staff in the school and so we believe that all bullying incidents must be investigated. This includes any incident reported by a member of staff or being bullied by other staff members or a parent. Members of the school workforce suffering from or concerned about bullying can also contact their trade union or professional association for support and advice.

Involving Parents

The school has an open door policy and the Head Teacher will strive to speak with parents to discuss any concerns as soon as possible.





Parental Complaints

If parents are unhappy about the way that an alleged bullying incident has been handled they should speak with the Deputy Head or Head Teacher. There is a School Complaints procedure if parents are still concerned. The Head Teacher will advise parents of this procedure and a copy will be made available from the school office.

MONITORING

All instances of bullying will be recorded on the attached Bullying Incident Form along with the nature of the investigations, parental discussions and outcomes. The frequency of bullying instances will be reported to Walsall Children's Services for their monitoring. The frequency of racial, religious or homophobic bullying will also be reported.

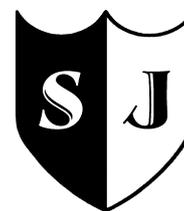
POLICY REVISION

This policy was revised in September 2015 and was presented to Governors during Autumn Term 2015



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BULLYING INCIDENT REPORT FORM

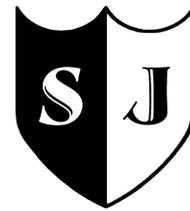
Victim / Perpetrator (Delete as Appropriate)

Date and time of incident					
Report made by					
Report made to					
Referred to (SMT)					
Nature of bullying as reported	Race	SEN or Disability	Appearance	Sexual Orientation	
	Gender	Age	Religion / Culture	Other (Define)	
Form of bullying as reported	Physical Aggression	Damaging or taking property	Deliberately Excluding	Verbal Threats	Name Calling / Teasing
	Spreading Rumours	Cyber-Bullying	Extortion		
Description of incident as reported including time, place, people involved, adults & pupils (continue overleaf if needed)					
Action taken immediately/					



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Parents informed? By?	Victim	Perpetrator
Action taken following investigation including any meetings held		
Others consulted if any, including outside agencies		
Follow up action taken		
Pupil signature to show understanding and agreement with actions taken.		

