

ANTI-BULLYING POLICY

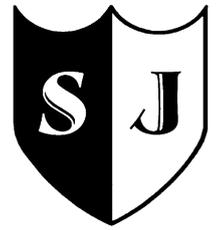
In a Catholic school each child is seen as a Child of God with his/her own dignity and self-worth. Bullying, which takes these away, has therefore no place here, and we accept nothing less than a complete absence of it. At St. Joseph's Catholic Primary School we are committed to a policy of inclusion and equality where all children are able to accept diversity and through our Christian values respect one another. We believe that bullying behaviour is totally unacceptable, and actively seek to ensure that all children feel happy and safe in school.

We believe it is important that:

- All children feel safe whilst learning to play with and relate to others
- All children are treated fairly, with respect and no loss of dignity.
- We listen carefully to what all children have to say
- We treat reports from all children seriously and take prompt, appropriate action

The nature of bullying.

It is generally accepted that bullying behaviour takes the form of being deliberately hurtful to others, or behaving in a way that causes others to feel threatened or intimidated. Bullying behaviour is often repeated over a period of time. Victims of this behaviour find it difficult to defend themselves or to share with others what is happening to them. Bullying behaviour tends to be secretive or "covered up" and can therefore be difficult to detect.



It is clear that this form of behaviour is harmful to both "victim" and "bully" and prompt action is needed to offer real support to all children and families involved.

Bullying can take many forms,
for example:

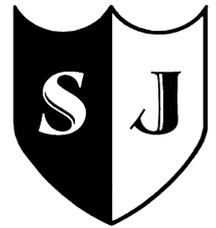
- **Physical** - hitting, kicking, taking belongings;
- **Verbal** - name calling, insulting, making offensive remarks, persistent taunting and "joking" at others expense;
- **Indirect** - spreading unpleasant stories about an individual, excluding individuals from social groups, actively ignoring;

Effects of bullying

Being bullied is a frightening experience and the school will need to work together to stop it. Children must be frequently encouraged to be brave and speak out; talking to a teacher is not the same as telling on other children. We should not underestimate the traumatic effects that bullying can have upon a child. Bullying can generate feelings of loneliness, unhappiness, fear, insecurity and desperation.

Pupil's attitudes to bullying.

The most important indication of bullying behaviour is whether a "victim" themselves believes that they have been subject to bullying. At St. Joseph's Catholic Primary School we pray that all children will be able to tell us if they feel they have a problem relating to bullying behaviour. We ensure all children know that what they say will always be listened to and taken seriously.

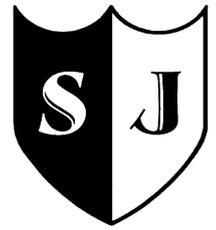


Strategies in school to prevent bullying behaviour include:

- Careful implementation of the Behaviour, Racial Equality and Equal Opportunities and Citizenship Policies
- The encouragement and development of good relationships between children and between staff and children
- The use of collective worship and circle time to explore those relationships, areas of conflict, feelings, ideas and opinions
- Actively encouraging children to seek support with any problems and giving them time and privacy to share any concerns
- Working with children to help them grow in understanding of the consequences of their actions
- Working with other agencies - e.g. Educational Social Worker, Behaviour Support Services, Social Services, PSFA
- All staff who work with children to have appropriate training and a clear understanding of the school's approach to behaviour management
- Regular staff monitoring of behaviour at break time and lunch time

What should parents do if they think/feel/believe their child is being bullied? Contact the school.

The first point of contact is the child's class teacher. It is important that parents feel confident to talk to staff about their concerns. The Head is actively involved in all such cases either through discussion with the children concerned or the class teacher and welcomes parents to share their concerns so that prompt action can be taken.

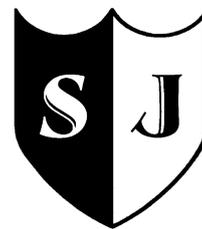


Good Practice for staff when working with parents.

- Recognise that it is normal for parents to experience anger or feel upset
- Keep an open mind
- Remain calm and understanding
- Refrain from making instant decisions and explain clearly that it will take time to
- Investigate incidents thoroughly before passing any judgement
- Reassure the parent that any incidents will be followed up promptly
- Make it clear that the school does care
- Agree a timescale to speak to the parent after investigations have been made
- Clearly explain school policy and procedure and ensure that it is followed
- Feedback promptly to the Head teacher
- Explain that discussions will relate to their child only and actions taken to address the situation relating to their child. It is not appropriate to discuss other children or any actions or sanctions put in place except to reassure parents that appropriate measures are in place to ensure the well-being of their child in school.

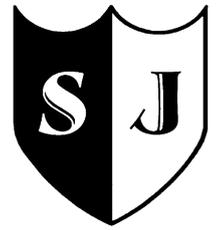
Investigating reported incidents of bullying.

- Suspected or alleged bullying must never be ignored
- Collect accounts from all related sources, listening carefully and avoiding assumptions
- Talk to children individually rather than in groups
- Encourage children to be honest and open in their accounts of events
- Check with other staff if other incidents have been observed or changes in children's behaviour been noted



Action for the school.

- Head/teacher to record all incidents on the School Incident Log
- Meet with the victim
- Encourage to talk about incidents, issues and feelings
- Acknowledge their feelings and offer support
- Arrange a suitable programme of support
- Inform parents
- Meet with the child alleged to have been involved in bullying behaviour
- Encourage to talk about reported incidents
- Listen carefully to their perception of the incidents
- Try to explore any possible motivation for behaviour
- If bullying behaviour has taken place explain that it is totally unacceptable and encourage child to acknowledge that the behaviour is wrong and needs to stop
- Arrange a programme of support with the child, designed to explore reasons for the behaviour and to ensure that there is no reoccurrence
- The Head will decide at what point it is appropriate to make contact with parents
- Depending on the nature of the incident. Children will be offered the opportunity of having their parents involved to support the process throughout.
- Should any incidents of bullying behaviour be deemed of a particularly serious nature the Head will inform parents immediately of the possibility of exclusion
- The Head may take the decision to exclude a child immediately for serious bullying behaviour. Parents have a right of appeal to the Governing Body and the LEA



Monitoring and evaluating the effectiveness of the Anti-Bullying Policy.

- General observation of playground activity
- Ongoing evaluation of Incident Log
- Weekly feedback/discussion with all staff about classroom and break time behaviour
- Staff encouraged to raise concerns about children or incidents with Head as matter of importance
- Head to carry out annual review, noting incidence and nature of bullying behaviour, report to staff and look at successful approaches and possible areas for improvement
- Annual Head's Report on Anti-Bullying Policy to the full Governing Body making reference to the nature and incidence of bullying behaviour in the school and detailing successful approaches in dealing with reported and proven incidents of bullying behaviour
- Governing Body to see anonymous excerpts from Incident Log annually as part of Head's Report

Agreed at the Governing Body Meeting on: _____

Minute Reference: _____

Signed _____ Chair of Governors Date: _____