

St Joseph's Catholic Primary School

Everyone Together With Jesus

Anti-Bullying Policy

Introduction

At St Joseph's, we have defined bullying as... **deliberately hurtful behaviour repeated over a period of time, which may be verbal (including racism), physical, social or psychological.** This also includes any form of cyber, homophobic, gender, transgender and peer on peer bullying.

What We As A School Can Do To Stop Bullying

Be a "telling school" where anyone who sees bullying or experiences it tells an adult. All our pupils are encouraged to **"SPEAK UP AND SPEAK OUT"** against bullying.

The school will:

- Educate pupils, parents and staff on what bullying behaviour is and is not.
- Make sure all children, staff and parents know how to deal with bullying behaviour
- Make the consequences for bullying known to all the children.

If any allegation of bullying is made, the following will happen:

1. A member of staff will interview the pupil and begin to complete an **Anti-Bullying Record.**
2. The member of staff will convene a meeting with the people involved.
3. The member of staff will put into place support for the victim(s) and impose sanctions for the perpetrator(s).
4. The member of staff will inform the parents of the victim(s) and perpetrator(s) and inform them of what has happened and the actions taken.
5. The member of staff will inform parents of further action if the perpetrator(s) continue with any bullying behaviour with any child.
6. The member of staff will meet with the victim(s) and speak to their parent, after one week and after one month, to review the progress made.
7. Parents and children will be encouraged to speak to a member of staff as soon as they are aware that any bullying is taking place.

If bullying behaviour continues or bullying behaviour has been particularly serious, a perpetrator may be excluded from school.

What Should Pupils Do If They Experience Bullying Themselves?

- Tell an adult in school.
- Tell a friend who will then tell an adult in school.
- Tell a Bully Buster who will tell a member of staff.

What Should A Pupil Do If They Witness Bullying?

- Tell an adult in school.
- Tell a friend who will then tell an adult in school.

Recording Incidents

We acknowledge that children may misinterpret aggressive or unruly behaviour as bullying. With this in mind, a member of staff will decide whether an incident constitutes bullying.

All racially motivated incidents will be recorded separately in the Racist Monitoring file.

Records of anti-bullying intervention will be kept by the Learning Mentor.

What Should Parents Do About Bullying?

- Inform the school if they think their child is being bullied or is bullying other children.
- Try to establish the facts and keep an open mind.
- With older children it might be useful to refer to this policy and the Home-School Agreement. Parents and/or carers should talk about the bullying with their child.

Important Information About Bullying:

- The nature of bullying changes, as pupils grow older and can become more subtle.
- Most bullying is not physical, or direct. Children identify emotional and social forms of bullying as most hurtful.
- Bullying exists in all ages, social, ethnic and gender groups and in both urban and rural settings.
- Most bullying is between children of the same ages.
- Those who witness bullying are as deeply affected as those who are directly bullied.
- Children follow examples. If home life does not offer a secure and safe environment and they frequently see aggressive behaviour between adults and towards themselves they will tend to adopt aggressive behaviour patterns themselves.

Bully Busters:

Our Bully Busters are made up of children from each junior class. They meet with our Learning Mentor to discuss ways of preventing and tackling bullying behaviours. They offer advice to other children and can act as a voice for them in assemblies they remind others about the importance of speaking out and speaking up.

Review

The governing body, head teacher and all staff view bullying very seriously, even though incidents are very small in number. They will therefore keep this policy under regular review with a report to the governing body. The pupil discipline committee will discuss serious individual incidents.

Other Policies to Refer To: Child Protection; Behaviour; Anti-Cyber Bullying; Safe Internet Use