

# St Joseph's Catholic Primary School

## Anti Bullying Policy



### Mission Statement

As a Catholic School it is our mission to provide a safe, nurturing and happy environment in which to educate our children to share their witness through Christian values; to instil a love of learning, of self and of others; enabling all to develop their God given gifts and to achieve their potential.

Our aims are:

To provide a stimulating, holistic curriculum which enables and enriches learning, making education exciting and enjoyable. *Make learning fun*

To promote a lifestyle which emphasises the importance of caring for physical and emotional well being. *Keep us healthy and happy*

To be a worshipping community which enriches the spiritual life of the individual, developing a sense of awe at the wonder of God's creation and his unconditional love. *Praise God*

For each member of the community to grow in their personal relationship with Jesus Christ allowing them to make informed moral decisions based on Gospel values. *Make choices that Jesus would*

To be an inspirational school where expectations challenge, and encourage each child to achieve the highest standards they can. *Push us to do our best*

To support parents in their role as the first educators of their children. *Help the people who look after us at home*

To be known to parents and children as a welcoming and safe place. *Make us feel comfortable and safe*

To ensure that the life and curriculum of the school celebrates and respects the differing ethnic, social, spiritual and cultural backgrounds present in the school and society. *Celebrate our differences*

To develop self esteem through making a positive contribution to family life and the lives of the school, parish, local and wider global community. *Feel good about helping others*

To expect high standards of behaviour, courtesy and respect engendering a spirit of co-operation, kindness and compassion within the school community. *Treat each other well*

**This Mission Statement would be impossible to achieve in an environment where anybody suffers from bullying.**

This policy is intended to make sure that St Joseph's is a school where children understand bullying and its effects and so choose not to act in a bullying manner.

It also explains the procedures to follow if allegations of bullying are made or suspected.

### Our Definition of Bullying

Our pupils' definition of bullying is : Bullying is when somebody is hurt repeatedly over a period of time.

The type of hurting can include:

Physical e.g. hitting, taking or hiding things

Verbal e.g. teasing, name-calling, threats

Emotional e.g. writing unkind things, spreading rumours, playing nasty tricks, nasty looks, making somebody feel left out.

Cyberbullying eg sending chain mail, nasty messages by text, email or other, sending messages pretending to be someone else, publishing photos or videos which could cause upset to the victim.

### **Bullying is deliberate, repetitive and inappropriate**

### Methods to Prevent Bullying Taking Place

- Embrace the annual National Anti Bullying Week by including anti bullying work in the curriculum, encouraging initiatives such as "Blue Day Mufti" or anti bullying bands to be worn, poster or poetry competitions to be organised.
- An anti bullying, pupil led, assembly to be held at least once each term.
- Use of SEAL materials throughout the year
- Use of Learning Mentor, ELSAs and nurture groups to empower children against bullying, building self esteem and confidence.
- Encourage telling amongst the children, have a "worry box" available for children to air concerns that they may have difficulty divulging in other ways.
- Children to identify an adult to whom they feel they could confide in if they had concerns for their safety.
- "Calm" areas in the playground to be provided where boisterous play can be avoided.
- School Council to annually consider the wording of the definition of bullying and format of the Alleged Bullying Incident Form. The definition and form to then be shared with and explained to all of the children.
- Continual emphasis on the Mission Statement being central to the life of the school.

### What to do if Bullying is Suspected

Behavioural signs that a child may be suffering from bullying can include becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults, learning may deteriorate, there may be a lack of concentration or truanting from school. All staff should be aware of these signs and investigate the possible causes if they are noticed.

If an allegation of bullying is made and it matches the definition in this policy then an Alleged Bullying Incident Form will be filled in by the Headteacher or another member of the Leadership Team. ( See Appendix 1)

The headteacher will investigate the incident and will inform the parents of all children named on the form of the investigation and its outcomes.

Pupils who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with an adult of their choice
- Reassurance that the matter is being dealt with
- Offering continuous support to restore self esteem and confidence
- Close monitoring of their well being to ensure that they are no longer suffering.

Pupils who have been bullying will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Support being offered to parents or guardians to help change the attitude of the pupil

Efforts will be made to reconcile any bad feelings between victims and bullies by encouraging each party to share their feelings with each other either verbally or on paper.

### Disciplinary Measures

The disciplinary measures in the Good Behaviour Policy will be used with any bullying incidents being immediately considered to be a serious offence involving parental involvement. If support to change the behaviour of a bully is not successful then exclusion from school will be considered.

Agreed by SLT July 2015 – Review July 2018

## Appendix 1

### St Joseph's Catholic Primary School

#### Alleged Bullying Form

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**Bullying is deliberate, repetitive and inappropriate**

Date.....

Name of complainee .....	Name(s) of alleged offender(s)
Person reported to .....	.....

Details of alleged bullying ( including the length of time that the bullying is alleged to have gone on for)

Complainee's comments

Alleged offender's comments

Action Taken

Senior Manager dealing with the complaint .....

Signed.....