



## **St Joseph's Anti Bullying Policy**

**(To be read in conjunction with the Behaviour Policy)**

**Approved by:**

Anti-Bullying Co-ordinator – Mrs P. Harrand (Deputy Headteacher)

Anti-Bullying Senior Leader – Mrs D. McFarlane (Headteacher)

Anti-Bullying Governor – Dr. T. Thekkekkara (Child Protection and Chair of Governors)

### **1 Aims**

1. This policy contains clear statements of procedures to follow in instances of bullying and some strategies to help both the targets of bullying and the 'bully'.
2. This policy is linked to the Behaviour policy
3. All staff are expected to follow the procedures outlined.
4. Parents are asked to have due regard to the advice offered.
5. The policy has been written within the spirit of the school's Mission Statement & aims.

### **2 Philosophy**

The values and beliefs underlying this policy are encapsulated by the following statements of purpose:

- All bullying is unacceptable, regardless of who bullies or how it is delivered or what reasons are given to justify bullying actions.
- St Joseph's school recognises the detrimental effect on children and young people who may be subjected to bullying and will work actively to minimise the risks of bullying.
- Victims of bullying should be treated in a supportive manner and their support should not be regarded as a burden to staff
- The harmful effect on educational performance which can be caused by bullying is recognised. St Joseph's is committed to combating all bullying behaviour in partnership with the relevant agencies.
- Bullies need to change their behaviour (It is the behaviour not the person that is condemned) and they too will need support.

### **3 Statement of Intent**

The aim of the School is simply to 'End Bullying'.

The objectives of St Joseph's Catholic Primary School in formulating this statement are -

- To raise the profile of Bullying as an issue and to provide strategies/guidance on strategies that will help to prevent bullying and on how to respond to bullying incidents.
- To acknowledge that both the victim and perpetrators of bullying need support and that appropriate support for both will be needed after the bullying has been reported.
- To recognise that we all have a responsibility for challenging bullying – children and young people; staff; governors; parents/carers – and to explain how we can meet our responsibilities.
- To ensure that our Anti-Bullying Policy includes the recording of all bullying incidents and their regular reporting to the relevant Governing Body, and the Education Department.

#### **4 Definitions**

**Bullying** is defined by the Department of Health, DfE, Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children as,

**“deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied who are powerless to defend themselves.**

**Bullying can take many forms, but the three main types cause stress and have an emotional impact.**

- 1. Physical (examples include, hitting, kicking, theft ...),**
- 2. Verbal (eg racist, homophobic remarks and name calling ...), and**
- 3. Indirect (eg spreading rumours ...)”.**

The damage inflicted by bullying can be frequently underestimated and may be spoken or appear in a variety of other forms such as texting, email, ‘message boards’ on websites or through mobile phones. Bullying can cause considerable distress affecting health and development. At an extreme significant harm (including self-harm) may take place. Both racist and homophobic bullying are examples of bullying activities causing stress of an emotional kind.

**A child** is defined as a person under the age of eighteen years in section 105 of the Children Act (1989) .

#### **5 Action to be Taken to Combat Bullying by St Joseph’s Catholic Primary School**

Among the activities St Joseph’s will be required to establish and maintain in an effort to combat bullying are: -

1. St Joseph’s to display anti-bullying messages including details for children and young people about who is the “someone to turn to” –with details for centre/school; local community and National help lines.
2. DfE Anti-Bullying Charter.
3. St Joseph’s to address Bullying through the Curriculum, in particular the S.E.A.L programme.
4. St Joseph’s to be involved in education initiatives that can help challenge Bullying e.g. National Healthy Schools.
5. St Joseph’s to provide access to appropriate advice and support for both victim and perpetrators eg counsellor.
6. St Joseph’s actively engage children and young people in challenging bullying e.g. Peer Support; School Council.
7. Promotion of Anti-Bullying Campaign in local community with group of schools working together with community support and safety groups and partnerships, including the Police.

#### **6 The Role of the Children of St Joseph’s Catholic Primary School**

An Anti-Bullying Policy can be effectively introduced and enforced in a supportive school climate where children, staff and young people have an understanding of bullying and expectations. In this regard the children, staff and young people are expected to be responsible for their personal conduct and behaviour and supporting others by reporting concerns (not keeping secrets) and promoting anti-bullying messages and positive Citizenship.

- Report all incidents of bullying using the procedures in place e.g 'chat' book, worry box, 'telling' the adults.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report him/herself.
- Adhere to and promote the aims and objectives of the Anti – bullying policy.
- Refrain at all times from any behaviour which would constitute bullying, or could be construed as bullying behaviour.

## **7 The Role of Parents/Carers**

Parents/carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways by:

- not accepting such behaviour and by influencing children of the importance of appropriate behaviour towards others and the
- importance of reporting to an adult when they think someone else is being bullied.
- Stress to their children the importance of appropriate sociable behaviour and not acting in anyway that would make the situation worse or could be seen as bullying or threatening against another child.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible not promising a child that they will not tell anyone.
- Actively endorsing and supporting the Anti-Bullying Policy, by acting responsibly and calmly.
- support the sanctions and make clear their disapproval of this behaviour.
- By not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour.

## **8 Evaluation Procedures**

In order to assess the effectiveness of an anti-bullying policy, evaluation procedures covering schools, Governors need to be in place.

These should include the Governors Curriculum/ Pastoral Committee to receive reports on bullying and to analyse these reports. It is vital to stress the importance of Recording Bullying and Reviewing and Evaluating the effectiveness of the policy and to involve staff, parents and pupils/students in the process. The following standards could be used as a means of measuring performance:

- Variation in number of reported incidents over a specific period with record of any increase since first instance.
- Individual incident returns, including nil returns within specified periods for different age groups.
- Variation in the number of pupils' days lost which are suspected to, or alleged to, arise as a consequence of bullying. This could be monitored via the Education Welfare Service.
- Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour.
- A pupil questionnaire or similar survey of pupil perception of the efficacy of the school's Anti-bullying policy could be solicited.

This policy will be reviewed annually as part of the 'Anti-bullying' week and put on the school website and a hard copy kept in the school office. At the same time ensuring the anti-bullying message is given out widely and regularly. Parent information leaflet available at all times.

**HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support , links and advice.

For a copy of Kidscape's free booklets "*Stop Bullying*", "*Preventing Bullying*" and "*You Can Beat Bullying*", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to:

Kidscape  
2 Grosvenor Gardens  
London  
SW1W 0DH

**RECORD OF INCIDENTS OF ALLEGED BULLYING**

Name of alleged victim \_\_\_\_\_ Age \_\_\_\_\_

Date of birth \_\_\_\_\_ School \_\_\_\_\_

Date school notified of alleged incident \_\_\_\_\_

Date and time of alleged incident \_\_\_\_\_

Place alleged incident occurred \_\_\_\_\_

Names of witnesses \_\_\_\_\_

\_\_\_\_\_

Alleged bully(ies) \_\_\_\_\_

Name of person reporting the incident \_\_\_\_\_

Type of bullying – (please circle) Physical Verbal Indirect

Description of incident \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Member of staff dealing with incident \_\_\_\_\_

Contributing factors \_\_\_\_\_

What has taken place (A subjective statement) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Action taken (passed on to Governors – YES/NO, LEA – YES/NO)

\_\_\_\_\_

\_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_