

St. Joseph's Catholic Primary School Anti-Bullying Policy

This General Anti- Bullying Policy was drawn up with some of our children during Anti Bullying Week and has been approved and adopted by the Governing Body and will be reviewed annually.

Reviewed date: April 2020

Next Review: April 2021

Mission statement

As a Catholic School we value the special identity that God's love has created in each of us.

The Gospel inspired values of trust, honesty, self-respect, self-discipline and forgiveness are at the heart of our everyday loving and caring for one another.

All our curriculum activity reflects these principles as we search faithfully for excellence.

Together with parents, families, the church and the community, we encourage each individual to develop their God given talents and skills and realise their unique potential.

Our Mission

Our Mission is to live in the way Jesus wanted. He told us to "Love One Another as I have loved you."

Introduction

We know that we need to look after everyone in our school and to encourage everyone to work together, to respect one another and to get on peacefully.

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We have high expectations of all pupils, staff and parents and strive to create a school community in which all children can fulfil their potential.

Bullying of any kind is unacceptable at St Joseph's. If bullying does occur all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting, which are known to all members of the school community. If a crime has been committed during the bullying incident, the Community Police Officer will be involved as appropriate.

What does bullying look like?

Sometimes children hit out or say nasty things when they think someone has set out to hurt them or to 'wind them up' even when it has been done accidentally. A lot of children find it difficult to manage their 'anger' and think that it is all right to do something back to that person. At home, children are often encouraged to 'stick up for themselves' or told that 'if someone hits you, hit them back'. We don't think of this as bullying but as falling out.

Bullying is the repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. People, who are bullies like to hurt, scare or make fun of others in order to make themselves look tough.

It might look like this:

- One child may keep bothering another child or group of children.
- The same child may often hurt or threaten a few different people.
- One child may make other people do nasty things or ignore others.

There are different sorts of bullying.

It may be **verbal**, involving name-calling, making threats or making insulting and nasty remarks.

It may be **physical**, involving hitting, kicking, pinching & biting or damaging another's belongings.

It may be **social**, involving the spread of nasty stories or rumours, leaving people out of games, keeping them from their friends, hiding their things or blackmailing them.

It may be **cyber**, sending nasty texts or spreading rumours on the internet or mobile phones.

There are also differences in how bullying happens. It can be easy to see but it can also be sly and hidden.

Why are some people bullied?

Anyone can be bullied. The reason for bullying can be more or less anything. For example, being too clever or not being clever enough, body shape, hair or skin colour, accent, disability or religion. Children new to the class or school may be bullied.

It may be something personal or to do with family, for example; parents' jobs, homes, way of life or relationship, race, religion, gender. Sometimes it may be because parents or other family members have been falling out with each other. We will not tolerate any of this at St. Joseph's School.

How bullying effects people

People who have looked carefully at bullying have found out that it can spoil people's lives. Some people can shrug it off but for others it can have very serious results

Some children become worried and depressed, they no longer want to come to school and their learning suffers. Others find it hard to trust people, to take part in activities and to make good friendships. They become convinced that they are worthless, that no one likes them and nobody would want to be their friend.

We need to look out for each other and if someone is acting in this way then an adult needs to be told about it.

How can we stop bullying from happening?

It is important to sort out bullying when it happens. But the best way to deal with bullying is to stop it happening in the first place. We can do this by:

- Learning in the classroom about friendship and getting on together.
- Provide training opportunities for the whole school staff body.
- Ensure that children learn to recognise, respect and value the differences between groups of people within the school community (Social, Moral, Spiritual and Cultural education via the curriculum and links to British Values)

- Making school a place where we listen to each other, respect each other and share responsibility.
- Talking about our ideas and feelings and listening to those of others' for example; in 'circle time
- Taking part in class council and sharing ideas with the School Council so that we know as much as possible about what is happening in our school.
- Keeping an eye out for others at playtimes and telling an adult if anything concerns you.
- Playing in the right area, playing by the rules, playing safely and playing fairly

How will we deal with bullying?

We will make sure we tell a teacher and let them deal with it.

The teacher should:

- Talk to everyone involved separately, the person suspected of bullying, the person who has been hurt, children who were nearby and saw what happened.
- Find out from other adults or children in school if anything involving the same people has happened before.
- Clearly write everything down.
- Decide how the bully will be punished and how we can make the victim feel better.
- Make sure that parents are told what has happened.
- Record the incident on CPOMS.
- Ask other adults in school keep an eye on those involved to make sure it doesn't happen again.
- Give time for the person who has been bullied (if he/she feels ok about this) and the bully to talk about their difficulties with an adult and try to sort things out.

What might happen to children who behave badly?

- They may have to miss playing out for a long time.
- They may lose any responsibility or privilege, such as monitor, playing in a school team
- They may have to sit on their own and not be allowed to work with others.
- They may have to be with an adult whenever they are about school.
- They may have a book in which the teacher writes about their behaviour to dads, mums or carers; their dads, mums or carers may have to come to see the teacher regularly.
- They may have to stay at home and not be allowed in school for a while (A fixed term exclusion)
- They may have to leave our school and not be allowed to come here again. A permanent exclusion)

Working with Parent & Carers

It might be that dads, mums or carers disagree with what has happened or think that the teachers have not done the right thing. They need to come to school and talk to Mrs McLaughlin about it. If

they are still not happy, then they can talk to Mrs. Ratcliffe, who is the Chair of the Governors to try and sort things out.