

Next review due by:

October 2021

# THE FEDERATION OF ST JOSEPH'S JUNIOR, INFANT AND NURSERY SCHOOLS



## ANTI-BULLYING POLICY STATEMENT

Together We Can

### **Compliance statement**

Every policy is reviewed at regular intervals and where applicable, as stipulated by law. Each policy is also available in additional formats including Braille and in additional languages upon request, within reasonable timescales as stipulated by the school.

## **Rationale**

The Federation of St Joseph's Catholic, Junior, Infant and Nursery Schools is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

## **Definition of Bullying**

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

## **Forms of Bullying**

All Staff and Children must have a clear understanding of what bullying is in its various forms, how to identify the difference between disagreements between friends and acts of sustained physical or psychological violence against another. Anti-social behaviours take various forms e.g.:

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing, or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

The Federation of St Joseph's Catholic, Junior, Infant and Nursery Schools recognises that bullying can take many forms and can affect all members of the school community; this can include:

- Homophobic Bullying
- Cyber-bullying
- Racial Bullying
- Pupils with Special Educational Needs and Disabilities

## **Preventative Measures**

The Federation of St Joseph's Catholic, Junior, Infant and Nursery Schools promotes a safe school environment and uses prevention, detection, and adopts the following strategies:

- Valuing relationships; all staff and pupils are expected to show respect, tolerance and trust towards each other.
- The curriculum, PSHE, Social and Emotional Aspects of Learning (SEAL), Citizenship. Through the curriculum pupils will learn about building positive relationships, conflict resolution skills, and emotional health and well-being.
- The school staff will promote the Anti-bullying message in assemblies, circle times and registration as well as throughout the day at break and lunchtimes.

- Members of staff use a range of techniques to help promote communication and acknowledge feelings, including during circle times.
- Enabling parents to feel confident in informing staff of any issues knowing that matters will be treated sensitively and confidentially.

### **Anti-bullying Procedures**

We teach children to tell someone if they are being bullied or if someone they know is being bullied. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore, incidents of bullying should be referred to an appropriate member of staff as quickly as possible. Senior Leaders have training, experience, and the capacity to respond swiftly and effectively to incidents as they occur.

Dealing with incidents:

- Reassure the young person that their concerns are being taken seriously and will be investigated.
- Contact the relevant Senior Leader as soon as possible with details of the incident.
- Senior Leaders will investigate all reported incidents of bullying using the following procedure:
  - Appropriate students will be interviewed, and statements taken.
  - Staff may mediate if all pupils agree to attend to resolve the situation; this may be done informally or at a formal meeting involving parents.
  - Staff may also do indirect mediation where pupils do not wish to meet, but a resolution is necessary for both pupils to feel safe in school.
- Where members of staff feel that the seriousness of the incident has impacted on the school community this will be referred to the head teacher and or deputy head teachers.
- Where appropriate, the Inclusion Team will direct support to children.
- Use of in-school exclusion is used as appropriate. The school behaviour chart will be used.

Incidents that affect the whole school community or have an impact on the local community mean that the head teacher may take specific action including:

- Exclusion from school in severe cases.
- Referral to outside agencies; this may include police, social services, counsellors and voluntary agencies e.g. victim support.

### **Responsibilities of All Stakeholders**

#### **The Responsibilities of Staff**

Our staff will:

- Foster the values of self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a member of staff about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to

- support and protect them by encouraging them to speak out and report incidents.
- Report suspected cases of bullying to a member of the Senior Leadership Team.
  - Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
  - Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

### **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

### **The Responsibilities of Parents**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not involved.
- Supporting the school response to any instances of bullying.

### **The Responsibilities of All**

Everyone should work together to eradicate all types of bullying.

### **Participation and Consultation Process**

The school will collect data to identify trends and to monitor the effectiveness of interventions.

What we use to find out how well we're doing:

- Awareness-raising programmes (Curriculum & parent information evenings) Survey/questionnaires distributed to pupils and parents.
- Obtaining the views of elected student representatives e.g. Peer Mediators or School Council members.
- Monitoring, evaluation, and review.

### **Training and Resources**

- Training opportunities for staff, parents, pupils and governors.
- Annual training and specific training based on emerging needs of the school community.