



## ***ANTI-BULLYING POLICY***

### ***OUR LADY & ST JOSEPH CATHOLIC PRIMARY SCHOOL***

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APPROVED BY: Governing Body

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**Our Lady & St Joseph Catholic Primary School**  
**Anti-Bullying Policy**

**Aims**

At Our Lady & St Joseph Catholic Primary School we are committed to ensuring that pupils learn in a supportive, caring and safe environment without fear. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

However, through this policy, we recognise that bullying can happen from time to time and make children's lives unhappy and hinder learning. As such we aim to work to prevent bullying and, if it does happen, pupils and parents should be assured that they will be supported through a consistent and constructive school response.

**Definition**

Bullying is defined as:

*Behaviour by an individual or a group, repeated over time, which intentionally hurts another person either physically or emotionally. It can often involve the misuse of power by an individual or group towards one or more people.*

People are bullied for a variety of reasons and it can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying

Bullying can take many forms but typically includes the following types of behaviour:

- Physical – hitting, kicking, spitting, pinching, punching, scratching and taking or destruction of belongings.
- Verbal – name calling, insulting, threats, and offensive remarks.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending abusive mail, e-mail and text messages and abuse of any kind via social networking sites (Cyber bullying refers to bullying through information and communication technologies).

The Governing Body will not condone any bullying and has;

- appointed a member of staff to be responsible for promoting positive pupil behaviour;
- delegated powers and responsibilities to the Head teacher to eliminate all forms of bullying, to keep records of all incidents of bullying and the different types of bullying;
- delegated powers and responsibilities to the Head teacher to ensure all staff and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the Rights Respecting Ambassadors in the development, approval, implementation and review of this policy;
- nominated a link governor to visit the school regularly, to liaise with the Head teacher and the Behaviour Lead and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy.

As a school community we understand that there are different roles within bullying. We discuss these roles with our children. We also understand that the same child can adopt different roles at different times, or indeed at the same time.

- The ring-leader, the person who through their social power can direct bullying activity.
- Assistants/associates who actively join in the bullying (sometimes because they are afraid of the ring-leader).
- Re-enforcers who give positive feedback to the bully, perhaps by smiling or laughing.
- Outsiders/bystanders who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour.
- Defenders who try and intervene to stop the bullying or comfort children who experience bullying.

It is important to make the distinction between bullying and friends 'falling out' with each other. Falling out is an inevitable part of a child's life that they need to learn to cope with. A single incident involving conflict – aggression, intimidation or nastiness – is also not bullying.

## **Prevention**

At Our Lady & St Joseph Catholic Primary School we use a variety of methods for helping children to prevent bullying through the explicit and implicit curriculum.

- RE lessons
- PSHE lessons
- Whole school, key stage and class led assemblies
- Circle times

All these explicitly discuss behaviour and bullying and its impact and help to support children in how to deal with bullying behaviour and when and how to seek help.

More implicitly, our school's values, Gospel Values; our consistent approach to behaviour (see Behaviour Policy), promoting good behaviour choices and encouraging children to have respect for each other and for other people's property.

Staff regularly discuss behaviour with children and reassure children that staff are serious about dealing with bullying. Staff reinforce expectations of behaviour as a regular discussion both inside and outside the classroom. At all times (and particularly during playtimes and lunchtimes) staff are vigilant regarding the interaction and behaviours of individuals and groups of children.

Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings. One-off incidents of aggressive behaviour or use of discriminatory language will be dealt with in accordance with the wider Behaviour Policy.

## **Response**

Should incidents of bullying occur they will be dealt with according to the following protocol:

- All children's and parents' concerns around bullying are taken seriously.
- Incidents of bullying will be investigated, talking separately with all children involved.
- If staff witness or believe reported bullying behaviour or believe that behaviours may be indicative of, or lead to, bullying then they must log the behaviour(s) on the school's Child Protection On-line Management System (CPOMS). They must also alert the school's designated safeguarding lead, the Headteacher, using this on-line system and ideally in person. In the absence of the Headteacher the Deputy Headteacher or another safeguarding officer must be alerted.
- If parents report incidents of bullying not witnessed or reported at the time in school, a note is made on CPOMS and the school's Senior Leadership Team and staff are alerted to be watchful of the situation.

Staff should not report an incident as 'bullying', just because children or other adults have chosen to describe it as such. Behaviour not characterised as described above, but serious enough to warrant recording should be reported in line with the school's Behaviour Policy.

- Those who bully will be subject to sanctions in line with the school's Behaviour Policy and the targets of bullying will receive support from an identified members of staff.
- Adult mediation may be used between the child being bullied and the child doing the bullying to discuss what has happened and how this made the children feel.
- The target of bullying will be assured that they should immediately report any future incidents and know they will be listened to.
- The child doing the bullying may also be offered support. There are often underlying reasons why a child displays bullying behaviour and acts in this way, and that needs to be addressed.
- We will ensure extra supervision and monitoring of the children's behaviour following incidents to check all is well
- Parents of both 'parties' will be kept informed of outcomes of investigations and kept 'in touch' until it is felt there is no longer a risk of bullying.
- In extreme cases the school may involve external behaviour support services e.g. Educational Psychology service.
- The school also reserves the right to exclude children whose behaviour remains wholly unacceptable – withdrawal of playtime privileges, withholding participation in school activities (e.g. trips or sporting fixtures), fixed term or permanent exclusion.

### **Involvement of the School Community**

It is recognised that Bullying has an impact on the wider school community including children who witness such behaviour, staff and parents. Governors and/or the school's Headteacher regularly invite parents and carers' views around behaviour and bullying via parental questionnaires. Pupils' views, via the School Council, are also regularly sought.

### **Bullying Outside School and Cyber-Bullying**

This policy relates to children's behaviour when:

- in school
- supervised by staff outside school e.g. when on school trips or at sports fixtures
- in extended school services including breakfast and after school care or after school clubs.

However, the rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

At Our Lady & St Joseph Catholic Primary School the issue of cyber-bullying is explicitly tackled in at least once yearly taught session looking at internet safety; however, we recognise that this is a fast developing area and that we need to remain vigilant and be prepared to respond to a possible increase in incidents in the future potentially against both pupils and staff.

The DfE outlines the specific statutory power, held by headteachers, to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises and can be seen as of particular value when dealing with cyber-bullying. If members of the school community are involved in cyber-bullying against pupils, for example:

- Sending abusive or threatening email or text messages
- Posting malicious or abusive comments on a social media site
- Filming or passing on inappropriate material via mobile phone

then the headteacher does have the power 'to such an extent as it is reasonable to regulate the behaviour of pupils when they are off the school site', which could mean using any of the sanctions as given above or involving external agencies such as the police as appropriate.

It should be noted that dealing with other issues of bullying outside school or school time (when parents and carers are responsible for their own children's behaviour) poses many problems for headteachers, and will only be considered where actions are continued or impact directly upon relationships and learning in school.

### **Vulnerable Children and Bullying**

We recognise that children regarded as vulnerable due to their home situation, disability, communication difficulty etc., are often more likely to be targets of bullying behaviour. As such, children identified as 'vulnerable', via our child safeguarding procedures each term (see Safeguarding Children Policy) are monitored more closely by staff especially in vulnerable situations such as playtimes or lunchtimes.

### **Bullying and School Staff**

Bullying of staff by other staff members or members of the public is covered by staffing policies. Bullying of children by staff is a form of abuse and covered by the school Safeguarding Children Policy.

### **Monitoring and Review**

This policy is monitored regularly by the SLT who report to the governors about its implementation and effectiveness. Governors are kept informed about incidents of bullying in school via the Headteacher's Report which will include reference to any Bullying Incident Report Forms completed and by the Annual Safeguarding Report to Governors which includes an Anti-Bully Report Appendix.

This Policy will be reviewed at least once every two years (alongside the school Behaviour Policy) as well as if incidents occur that suggest the need for review. This Policy only works if it ensures that

the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

This Policy also needs to be read in conjunction with the following policies:

- Safeguarding Policy
- Behaviour Policy
- SEN and Disability Policy
- Equality Policy