



ANTIBULLYING POLICY

Date of review – Sep 2016

To be reviewed: July 2022

Our Mission statement

***And to each and to all
God entrusts a unique role,
A one and only place in the world's story.***

At St John's, we are learning to grow into God's family, where there are no outsiders, where all belong. As a Catholic school, we aim to provide a well-rounded, Christian education to prepare our children for their unique contribution to the world.

LEGAL REQUIREMENTS

Under section 22 of the Education (No. 2) Act, Headteachers are responsible for maintaining acceptable standards of discipline and regulating the conduct of pupils. Section 1 of the Education Reform Act 1988 requires schools to offer their pupils a balanced and broadly based curriculum which promotes their spiritual, moral, cultural, mental and physical development. Schools are expected to uphold certain values including those which reject bullying and cruelty.

St John's Catholic Primary, Pre-School and Out of School Clubs will offer pupils a balanced and broadly based curriculum which, according to section 1 of the 1988 Education Reform Act, will :

- promote "the spiritual, moral, cultural, mental and physical development of pupils at the school and of society" and prepare "such pupils for the opportunities, responsibilities and experiences of adult life"

Under the 2004 Children's Act schools are required to respond to the Every Child Matters Agenda.

Anti-bullying makes particular reference to the following objectives

- Children and Young People are physically healthy
- Children and Young People are mentally and emotionally healthy
- Children and Young People are safe from bullying and discrimination
- Children and Young People are safe from crime and anti-social behaviour in and out of school
- Children and Young People are safe from maltreatment, neglect, violence and sexual exploitation
- Children and Young People engage in law-abiding and positive behaviour in and out of school
- Children and Young People develop positive relationships and choose not to bully or discriminate.

AIMS AND OBJECTIVES OF THE SCHOOL ANTI-BULLYING POLICY

At St John's we will aim to:

- avoid bullying in this school
- create a safe environment for all pupils and staff.

The school will work towards these aims in partnership with the parents. The aim of the anti-bullying policy is to clarify the system of dealing with a bullying incident and outline the content and manner in which anti-bullying education will be delivered in this school.

Other school policies which have relevance to the anti-bullying policy are:

- PSHE
- Equal Opportunities
- Safeguarding
- Behaviour
- Health and Safety
- Sex and Relationship education
- Special Educational Needs
- E-safety

MORAL AND VALUES FRAMEWORK

The school believes that all staff and pupils have the right to feel safe and secure in the school environment. The school encourages the following values:

- respect for self
- respect for others
- responsibility for their own actions
- responsibility for their family, friends, school and wider community

EQUAL OPPORTUNITIES

This school is committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

CONTENT

Education about positive relationships and the avoidance of bullying forms part of children's personal, social, health and economic education, and will:

- provide information that is relevant and appropriate to the age and developmental stage of the pupils
- develop skills of assertiveness, communication and effective dialogue in relationships, enabling pupils to deal with conflict and feelings e.g. anger
- encourage the exploration and clarification of values and attitudes, rights and responsibilities
- foster self- esteem, positive self-image and confidence.

Topics and themes will be revisited taking account of the pupils' development and the need for reminders about behaviour and safety within the context of Gospel values. The content of the anti-bullying education programme will be based on 'Social and Emotional Aspects of Learning', Religious Education and the teachings of Christ, and our ethos of caring for one another.

Topics will include:

- ☒ feelings and relationships
- ☒ personal safety
- ☒ lifestyles and culture
- ☒ growing up
- ☒ conflict resolution
- ☒ peer pressure

ORGANISATION

Anti-bullying education will be co-ordinated by the Head teacher in close co-operation with all staff and governors.

Delivery will be:

- as topics
- addressed occasionally in assembly time
- through pastoral time
- through circle time
- through SEAL activities
- through small group work

Active learning methods which involve pupils' full participation will be used.

All individuals working with pupils work within the school's moral framework. The school nurse will be used to support pupils as appropriate.

SPECIFIC ISSUES

The role of outside agencies and procedures for their involvement

Outside agencies will be used to support and assist the teachers in the development of the classroom based work and on a one to one basis. They will be required to work within the school's moral framework outlined earlier. Every individual who has contact with the pupils will be CRB checked.

Confidentiality

Pupils will be made aware that some information cannot be held confidential and that their best interests will be maintained.

Disclosure or suspicion of possible abuse

St John's Catholic Primary has a Safeguarding (Child Protection) policy and procedure for dealing with child sexual abuse based on the LEA guidelines and recommendations. This policy is available on our website and from the school office.

Vulnerable groups

Children from vulnerable groups such as gipsy, roma, traveller, gay, lesbian, bi-sexual or ethnic minorities will be supported in line with all our policies.

Consultation with parents / carers

Parents/carers will be notified and kept informed.

The Headteacher will be informed of all bullying incidents. She will be involved in parent/guardian liaisons and kept regularly updated.

Complaints procedures

Any complaints about bullying should be made to the Headteacher who will report to the governors via the link governor.

Disciplinary procedures

The school will handle each case individually recognising that the future of the pupils involved could be affected by the decision and subsequent action employed.

Incidents outside school

The procedures laid out in this policy equally apply to any incidents off school premises where the pupil/s are involved in school activities. Incidents outside school will be dealt with by the police.

Parents will notify the school so that staff are aware of the situation.

Responses to bullying incidents

The school will treat seriously all incidents, including those by text messages and e-mail, which are brought to the attention of the staff.

The complaint will be listened to. A record of the incident will be documented and appropriate actions will be taken. Parents/guardians will be notified and kept informed.

Witnesses will be interviewed and a record made.

Those accused of bullying behaviour will be interviewed and a course of action will be decided dependent on individual circumstances.

Monitoring procedures

Records will be kept of all reported bullying incidents by the Headteacher who will provide support to pupils and liaise with parents. An observation in the record will be made as to how these facts were obtained e.g hearsay, gossip, observation, the age and gender of all pupils involved, the nature of the incident and type of response made. The school incident book will be regularly monitored for patterns in behavior which indicate that bullying is taking place and follow up interviews with pupils and parents will be implemented.

A factual brief summary of the incident will be placed in the files of those concerned, in order to monitor the safety and wellbeing of all parties involved. These records can be accessed by the PSHE HLTA and class teachers. It will be held according to school policy. The PSHE coordinator will work with the class or pupils involved in order to guide, counsel and resolve issues.

DISSEMINATION OF THE POLICY

All staff members and governors will have a copy of this policy. Copies are available on the school website and from the secretary's office on request.

MONITORING AND REVIEW

Possible success indicators which will indicate the effectiveness of the policy will include:

- ☑ fewer reports of bullying
- ☑ pupils reporting that they feel the school is trying to reduce and prevent bullying
- ☑ pupils feeling that there is little bullying in school
- ☑ staff responding to bullying behaviour.

Feedback from staff, parents and pupils will indicate the effectiveness of the procedures and education programme. Anti-bullying education forms part of the schools PSHE curriculum and is monitored as part of this programme.

A nominated governor will have a link role between the school and governing body.

The PSHE co-ordinator is responsible for monitoring the standards of children's work and the quality of teaching. The co-ordinator supports colleagues in the teaching of PSHE and citizenship, by giving them information about current developments in the subject and by providing a strategic lead and direction for the subject in the school.

St John's Catholic Primary School Action against bullying behaviour

The emotional distress caused by bullying in whatever form - be it racial, or as a result of a child's appearance, behaviour or special educational needs, or related to sexual orientation- - can prejudice school achievement.....Bullying is usually part of a pattern of behaviour rather than an isolated incident.

To allow or condone bullying may lead to consideration under child protection procedures.

A Guide for Staff

At school we aim:

to provide a safe and secure environment within which bullying has no place,
to ensure that any incidents that do take place are dealt with promptly and effectively.

BULLYING is;

The persistent, wilful, conscious desire to hurt, threaten or frighten someone.

It can be physical, verbal or emotional, involving physical injury, threats and intimidation, teasing and name-calling.

THE SCHOOL WILL USE THE FOLLOWING STRATEGIES:-

e.g.

- circle time
- strategies to promote positive peer relations including buddying, peer supporters, circle of friends
- 1:1 with a trusted adult
- reward assemblies
- THRIVE

AWARENESS

Staff may see signs that can indicate that a child is being bullied: e.g.

- Withdrawal
- Aggressive behaviour
- Schoolwork problems
- Tiredness
- Injuries
- Becoming unusually difficult or argumentative
- Increased absenteeism/arriving late
- Missing possessions
- Stealing

- Low self-esteem
- A desire to seek adult company
- Relationship difficulties

IF YOU BELIEVE A CHILD IS BEING BULLIED OR IS USING BULLYING BEHAVIOUR:

- INFORM A NAMED PERSON
- DISCOVER THE DETAILS, DEALING SYMPATHETICALLY WITH ALL PUPILS INVOLVED
- TAKE THE NECESSARY AGREED ACTION TO DEAL WITH THE INCIDENT

ACTION

FIRST STEPS

Remain calm. You are in charge by staying in control. Reacting aggressively or punitively gives the message that it's acceptable to bully if you have the power. Reacting emotionally may add to the bullying child's sense of control.

Take the incident or report seriously.

Make it plain to the bullying child that you disapprove.

Think about whether your action needs to be public or private.

Reassure the victim. Avoid making them feel inadequate or foolish.

Offer concrete help, advice and support to the victim by referring to the school's own strategies.

NEXT STEPS

Encourage the bullying child to see the victim's point of view, and ask if s/he has any constructive ideas.

Use appropriate sanctions.

Explain clearly the sanctions and why they are being applied.

Inform parents.

Inform the appropriate colleagues of what you are doing (if the incident arose where others should be vigilant).

FINAL STEPS FOR THE SCHOOL

Allow everyone to make a fresh start.

Make sure the incident does not live on through reminders.

Try to think ahead to prevent a recurrence.

REMEMBER TO;

Encourage the victim to help him/herself.
Separate the behaviour/act from the child.

DEALING WITH BULLYING: LISTENING TO CHILDREN

In dealing with bullying there are three main aims;

1. **stop** the bullying behaviour
2. **change** pupil attitudes and behaviour for the future
3. **promote positive peer** relationships

ACCEPTING REPORTS OF BULLYING FROM CHILDREN

LISTEN to what is being said, without displaying shock or disbelief. Be patient. Wait during any silences.
Prompt gently.

ACCEPT what is said (“believe” is too strong)- keep an open mind if you can.

AVOID being judgemental.

MAKE NOTES of the main details after listening to the child.

REASSURE the child that s/he was right to tell you. You may need to pass this information to a colleague so do not promise confidentiality.

Reassure the pupil that it is not his/her fault that s/he is being bullied and that it is vital that the situation is sorted out.

REMEMBER that the person the child is talking about may be an adult (parent or colleague).

At this point you may need to inform a named person.

Use the same strategies as above for all parties involved.

FINALLY

In the rare instances where you discover details which are distressing you may need some support for yourself; if so, ask for it from the named person.

Named officers: Sally McCloskey, Claire Webber, Caroline James

St John’s Catholic Primary School Action against bullying behaviour

A Guide for Parents

At school we aim;

To provide a safe and secure environment within which bullying has no place.

To ensure that incidents are dealt with promptly and effectively.

BULLYING is;

The persistent, wilful, conscious desire to hurt, threaten or frighten someone.

It can be physical, verbal or emotional, involving physical injury, threats and intimidation, teasing and name-calling or cyberbullying.

AWARENESS

Parents often see signs that can indicate a child is being bullied: e.g.

- becoming withdrawn or moody
- bed-wetting
- aggressive behaviour
- schoolwork problems
- tiredness
- unexplained injuries
- becoming unusually difficult or argumentative
- increased absenteeism/arriving late
- missing possessions
- stealing
- a decrease in self-esteem
- fear of going to school
- a change in friendship patterns

IF YOU BELIEVE YOUR CHILD IS BEING BULLIED OR IS BULLYING OTHERS:

CONTACT THE SCHOOL IMMEDIATELY, SO THAT A JOINT PLAN OF ACTION CAN BE STARTED QUICKLY

- Understand that your child may find it difficult to talk about what is worrying him or her. Accept that they may prefer to talk to someone else.
- If s/he does talk, listen to him/her and take the situation seriously.
- Let him/her know that you will work with the school to do whatever is necessary to stop the bullying.
- Be aware that your own reactions may get in the way of what is best for him/her - act carefully and with advice where necessary.

In dealing with bullying there are three main aims;

1. **stop** the bullying behaviour
2. **change** pupil attitudes and behaviour for the future
3. **promote positive peer relationships**

Listening to children - some hints;

- Listen to what is being said, without displaying shock or disbelief.
- Be patient-wait during any silences; prompt gently-“And?”
- Accept what is being said
- Avoid being judgemental
- Jot down brief notes of the details
- Reassure your child that s/he was right to tell you
- Reassure him/her that it is not his/her fault and that it is vital that the situation is sorted out
- Try to encourage your child to offer his/her own solutions to help him/herself- this will help them to maintain a positive self-image

Action Against Bullying Behaviour

A Guide for Pupils

We want our school to be

A safe and secure environment where bullying has no place.

A place where problems are dealt with quickly and properly.

BULLYING is;

When someone keeps on and on deliberately hurting, threatening or frightening you.

They could be hurting you by kicking, pinching, hitting, spitting (physical bullying)

They could be always saying unkind or untrue things to you; maybe, threats and intimidation, teasing and name-calling (verbal or emotional bullying).

Important

IF YOU THINK YOU ARE BEING BULLIED **TELL** SOMEONE!

- don't be afraid to talk
- choose to tell someone you trust – it is okay to tell a friend and go with them to a teacher or adult in school
- take your time
- say everything you want to say
- the person you tell must listen to you and do something about it
- telling won't get you into trouble
- ask what the person you have told, what they will do about it
- if the bullying continues – **tell again**

You do not have to put up with bullying behaviour.

The person with the unkind behaviour may have a problem that they need help with, too.