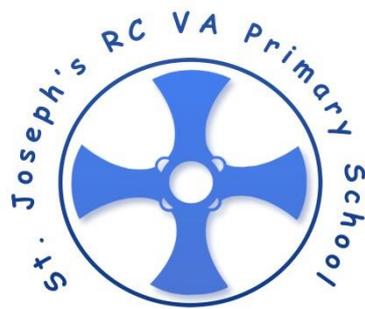


St Joseph's RC VA Primary School



Anti-Bullying Policy

March 2017

Date of Review: March 2018

Rationale

St. Joseph's RC Primary School views bullying very seriously. All our staff are aware that bullying will not be tolerated and the senior management, teachers and support staff will make every effort to ensure that bullies and their victims will be dealt with appropriately.

1. Aims

The aim of our policy statement is to clarify to all members of staff and children that bullying is always unacceptable. Bullying is anti social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school. Everyone at St. Joseph's has a right to feel welcome, secure and happy. Bullying of any sort prevents this happening, therefore it is everyone's responsibility to prevent this happening.

Where bullying exists, the victims must feel confident to confide in a member of staff and know that they will be listened to and their concerns and worries be investigated.

2. Definitions of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft, damaging property)
- Verbal (name calling, teasing, insulting, making threats or racial abuse, homophobic, homophobic and transphobic abuse)
- Indirect (spreading rumours, ostracising)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. The school recognises that hurtful behaviour does occur in the school setting but is usually quickly resolved and not repeated. However when this behaviour is repeated against the same person or particular individuals are regularly involved as perpetrators of hurtful behaviour then this is bullying and requires sustained action by the school to stop it.

Teaching and ancillary staff are alert to signs of bullying and will act promptly and firmly against it in accordance with school policy.

3. Statutory Duty Of Schools

The head teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

4. Implementation - School

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the head teacher.
- The head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed.
- Parents will be kept informed.
- Action will be taken to ensure that the victim and bully are supported to prevent further problems.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

5. Implementation – Pupils

Pupils who have been bullied (the victim) will be supported and helped by:

- Offering an immediate opportunity to discuss the experience with a class teacher or a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self esteem and confidence.

Inform the parents/carers and keep them informed as to what is happening.

Pupils who have bullied will be supported by:

- Offering an opportunity to discuss what has happened.
- Establish the wrong doing and the need to change.
- Inform the parents/carers and keep them informed as to what is happening.

It is often valuable for the victim and the bully to meet face to face with the head teacher and/or class teacher so that the problem can be openly discussed and solutions agreed upon.

6. Disciplinary Steps

In some cases it may be necessary to take disciplinary action. This may include:

- Official warning to cease offending.
- Exclusion which will only be used as a last resort.

Exclusions may be either:

- a) Minor fixed term exclusion. } Exclusion will be in line with
- b) Major fixed term exclusion. } advice given in D.F.E. Circular

c) Permanent exclusion. } 10/94 – exclusions from school.

The school will raise awareness of the nature of bullying through the curriculum by inclusion in PSHE, assemblies and subject areas as appropriate in an attempt to eradicate such behaviour. This is seen as a positive measure to raise awareness of what constitutes bullying; the effects it has on bullies and victims and to ensure all pupils know what to do if they are affected by bullying.

7. Contact

Any young person who is suffering from bullying should contact a member of staff and tell their parents.

8. Other Useful Numbers

Childline 24 hour helpline

Anti Bullying Campaign 020 7378 14446 (9.30am – 5.00pm)