

# ST JOSEPH THE WORKER RC PRIMARY SCHOOL



## DRAFT ANTI-BULLYING POLICY

Reviewed – **March 2025**  
Date to be reviewed – **March 2027**

**Mission Statement**  
Together as God's children we will love, learn, grow, inspire.  
Let your light shine !

**Anti-Bullying Policy**

**1      Definition**

1.1    As a school we define bullying as:

'Bullying is an intentional targeted act of discrimination which has the potential to be repeated. This is often because of perceived difference.'

Types of bullying may include:

Physical

Verbal Emotional

Cyber-bullying eg use of social media (facebook)

Indirect- behind someone's back, isolating someone, spreading rumours

Prejudice related bullying, which might be:

Racist (race,culture or religion)

Homophobic

Sexual

Targeting disability and SEN

Due to family circumstance, such as targeting young carers or looked after children.

To do with appearance.

This bullying applies to pupils, parents and members of staff.

1.2    Our School Council defined bullying as -

'Bullying is repeatedly trying to purposely hurt someone's feelings. It is the worst sign of disrespect, making a child distressed. Bullying can be physically and verbally, on phones and social media platforms, on the playground and outside school.' November 2023

1.3    In school we have posters displayed developed by the Authority that outline a zero tolerance to negative behavior by parents towards members of staff.

**2      Aims and objectives**

2.1    This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.2 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.3 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying eg Peer Supporter scheme.

2.4 As our Safeguarding and Child Protection policy states we aim to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our school to identify, assess, and support those children who are suffering harm. We aim to respect and listen to the rights, wishes and feelings of children, young people and their families by establishing/maintaining an ethos where children feel secure and are encouraged to talk and are listened to.

2.5 As our Equal Diversity policy states we as a school are committed to equality, diversity, human rights and community cohesion. We aim to ensure that everyone who comes into contact with our school community is valued and respected. We aim to promote equality of opportunity and eliminate unlawful discrimination harassment or victimisation.

2.6 As our Race Equality policy states we aim to prevent, oppose, monitor and report any incidents of racial harassment and to support any victim of such incidents.

2.7 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the prevention of bullying in our school. This is outlined in our behavior policy.

### 3 The role of Governors

3.1 The Governing body supports the Headteacher in all attempts to prevent bullying in our school. The Governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

3.2 The Governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying on CPOMS, and to report to the Governors on request about the effectiveness of school anti-bullying strategies. Any incidents are also an item on the Headteacher report to Governors each term.

3.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of Governors to look into the matter. The Governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the Governing body notifies the Headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing body.

### 4 The role of the Headteacher

4.1 It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments throughout the year. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong.

4.3 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The behaviour policy outlines the school rules and how as a school we praise good behaviour.

## 5 The role of the teacher and support staff

5.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. Teachers use circle time to address any issues that have arisen. Teachers can also address bullying issues as part of their PSHE curriculum and as part of the National Anti Bullying Week, which is organised by and the responsibility of the PSHE coordinator. The PSHE coordinator also has the responsibility for promoting anti bullying strategies in school. Anti Bullying issues are also dealt with in assemblies and through involvement with outside agencies.

Lunchtime awards are given out weekly from welfare staff in assembly to help promote positive behaviour in the dinner hall and on the playground at lunchtime. Anti Bullying posters are displayed in corridors and classrooms to remind children how to respect each other.

5.2 Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. These incidents are recorded on the CPOMS. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents promptly.

5.3 Teachers consult with the Headteacher and incidents can be logged by the Headteacher to be kept centrally.

5.4 When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher or deputy headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

5.5 If training needs are identified these can be addressed by courses or in-house procedures.

5.6 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all therefore improving the school ethos and climate. They use drama, role-play, stories etc within the formal curriculum, to help pupils understand the feelings of bullied children, and to practice the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere which promotes equality and celebrates difference. Teachers are kept up to date on Online-Safety and are encouraged to cover this in their curriculum.

5.7 Teachers plan and deliver lessons on Anti - Bullying annually during Anti - Bullying week.

## 6 The role of parents

- 6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, available in school on request.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. There is a copy of the home school agreement in the diaries that the children keep all year in their book bags.

## 7 The role of pupils

- 7.1 Pupils can either report bullying incidents through the Peer Support Group where pupils can discuss bullying issues with another child in confidence or any member of staff. Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must let people know.
- 7.2 Pupils are invited to tell us their views about a range of school issues, including bullying. These are used to reflect on the strategies in school for helping to prevent bullying.

## 8. Monitoring and review

- 8.1 This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors on request about the effectiveness of the policy.
- 8.2 This anti-bullying policy is the Governors' responsibility, and they review its effectiveness annually. Bullying incidents are reported to the LEA using SIMS and to the Governors.
- 8.3 Parents are made aware of any reviews on the school website.
- 8.4 This policy should be read with policies such as:  
Safeguarding and Child Protection, Relationship and Behavior, Inclusion, Equal Diversity, and Acceptable Use of ICT.
- 8.5 This policy will be reviewed in two years, or earlier if necessary.

Signed Chairman of Governors \_\_\_\_\_ Date \_\_\_\_\_

Signed Headacher \_\_\_\_\_ Date \_\_\_\_\_