



St Joseph's Catholic Voluntary Academy



With God's Guidance We Love, Learn, Respect and Forgive

Part of the St Thomas Aquinas Catholic Academy Trust

Anti Bullying Policy

Implementation	Whole School / All Staff
Monitoring	Mrs Clair Dedman
Written	September 2024
Signed (Head Teacher)	
Signed (Chair of Governors)	
Review Date	September 2025

Vision

At St Joseph's with God's guidance we love, learn, respect and forgive.

Aims

St. Joseph's Catholic Voluntary Academy promotes each person's faith, learning and achievement, by teaching each other to:

- know and love God
- practise my faith
- respect and value all faiths
- appreciate and care for our world
- work hard and achieve our best
- say sorry and make friends

Mission

We believe everyone will succeed through experiencing quality in:

- An empowering spiritual environment
- vibrant partnerships between home, school and community
- a broad challenging and innovative curriculum
- an ethos of support and high expectation to succeed
- an effective programme of continuing professional development
- an enriching programme of extra-curricular activities and visits
- a stimulating learning environment

We demonstrate our commitment to working as a learning community by working together towards common goals.

Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils and adults towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated, and individuals can develop without fear. This involves including and engaging everyone's perception of bullying. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff and/ or their direct line manager.

What is bullying?

Definition

'a physical, psychological or verbal attack against an individual or group of individuals by a person or groups of persons, causing physical or psychological harm to the victim'

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms - both physical and non-physical, either in combination or in isolation.

Bullying can be:

Emotional	e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed, hurting people's feelings, being nasty, mean, blackmailing.
Physical	e.g. pushing, kicking, hitting, punching or any use of violence, pushing people around.
Sexual	e.g. unwanted physical contact or sexually abusive comments.
Gender	e.g. harassment
Verbal	e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky.
Cyber	e.g. all areas of internet such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities
Homophobic	e.g. because of, or focusing on the issue of sexuality
Material	e.g. taking belongings, extortion
Discriminatory	e.g. racial, religious, SEN or disability, taunts or gestures

Other concerns, that might not necessarily easily fit into these headings, will be taken seriously e.g. being picked on, taking advantage of another person.

A child may indicate by signs or behaviour that they are being bullied. If you are concerned and become aware of any of the following, you may wish to discuss with your child and/or school

If:

- someone is threatening or bullying your child
- your child is frightened of walking to or from school
- is unwilling to go to school.
- Faking an illness
- Unwilling to go into school/classroom (clings to you) on several occasions
- Begin doing poorly in their school work
- Come home regularly with clothes or possessions destroyed/broken
- Become distressed, stop eating
- Cry themselves to sleep
- Have unexplained bruises and/or scratches
- Have their possessions go 'missing'
- Ask for money or begin stealing money (to pay the bully)
- Refuse to say what's wrong
- Give improbable excuses to explain any of the above

St Joseph's Catholic Voluntary Academy is aware of the possibility that the perpetrator may be an adult and will follow the local Child Protection procedures where this is the case.

From time to time, adults can behave inappropriately towards each other. If any adult within the school community feels that they are being treated inappropriately they must report this to the Headteacher or Chair of Governors immediately.

All children, staff and parents are aware that bullying can be summarised as STOP (several times on purpose) as a working definition. This is communicated to all through staff CPD, by the School Council, in the policy, newsletters, as part of the curriculum and websites.

Aims and Objectives

The aim of an anti-bullying policy is to:

- clarify for pupils and staff what bullying is and that it is always unacceptable.
- explain to pupils and staff why bullying and harassment occur and their impact on individuals and the school as a whole.
- provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

St Joseph's Catholic Voluntary Academy also intends:

- To have in place an anti-bullying support system, that all staff and pupil's understand and to apply the system consistently.
- To regularly monitor and review the policy with the full involvement of all staff and governors.

Practice and Procedures

What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but **not** the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of wellbeing in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

Provide children with a framework of behaviour including class rules which supports the whole school policy.

Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere.

Provide children with a good role model

Raise awareness of bullying through stories, role-play, theatrical performances, discussion, peer support, school council, RE and Anti-bullying Week.

The Head Teacher will keep the governing body well informed regarding issues concerning behaviour management. Provide a key staff member who is responsible for the monitoring of the policy.

Lunchtime supervisors/teaching assistants are encouraged to be vigilant and react to any possible bullying situations and issues. Whenever possible, unless the weather is very unsuitable, a variety of playground equipment is available for children to keep them active and valuably occupied to prevent opportunities for bullying occurring.

Parents / Carers

We expect that parents / carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

Support us in helping meet our aims.

Feels confident that everything is being done to make sure their child is happy and safe at school.

Be informed about and fully involved in any aspect of their child's behaviour.

Be informed about who can be contacted if they have any concerns about bullying.

Governors

We expect that governors will:

Support the Headteacher and the staff in the implementation of this policy.

Be fully informed on matters concerning anti-bullying.

Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Reporting

Children are encouraged to report incidents of bullying. It is also the responsibility of pupil bystanders, parents and other school staff to be aware of and report incidents of bullying. All

incidents of bullying should be reported to a member of staff. Children can report incidents of bullying through one of the following ways:

Tell someone such as teacher, teaching assistant, parents, aunty, friend etc

Reacting to a specific incident

Recording

All incidents in or out-of-class should be recorded. Incidents clearly identified as bullying must be reported to a senior member of staff (deputy headteacher / Headteacher) using the Arbor system. Parents (of both perpetrator and person bullied) informed of what has happened, and how it has been dealt with. Records of discussions to be filed and minutes written on CPOMS and/or Arbor.

Dealing with an incident

The school community is aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted

Whenever a bullying incident is reported, the school will go through a number of prearranged steps.

These are:

Incident is reported to the class teacher. Dinner and playtime supervisors will have recorded any bullying incidents on Arbor. The exact details will be shared with the class teacher.

The class teacher will then

a. Talk through the incident with perpetrator and victim Help the perpetrator and victim to express their feelings Talk about which rule(s) has / have been broken

b. Discuss strategies for making amends On-going checks that all is well and that they feel happy and safe at school once more

c. Punishments will be tailored to age of child and circumstances. Details of punishments may be confidential but could include:

- Time away from an activity within the classroom
- Time out from the classroom
- Missing break or another activity
- At some point a genuine apology directly to their victim

In cases of serious bullying:

- Formal letter home from the Headteacher expressing concerns, where the pattern of behaviour continues.
- Meeting with staff, parent and child
- Governors will be informed by Headteacher
- If necessary and appropriate, police will be consulted by the Head Teacher
- In serious cases of bullying, suspension or even exclusion will be considered by the Head Teacher with the governors, Trust and LA. Parents have the right of appeal to the Governing body against any decision to exclude their child.

After the incident / incidents have been investigated and dealt with, each case will be monitored by Class Teacher and Senior Staff to ensure repeated bullying does not take place.

Parents (of both perpetrator and person bullied) are informed of what has happened, and how it has been dealt with.

Records of these discussions to be recorded on CPOMS

Failing face-to-face discussion, parents/carers will be informed of any incidents by letter.

Child Protection procedures should always be followed when concerns arise.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence". Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the Community
- talking to the Head Teachers of the schools whose pupils are involved in bullying off the premises

Monitoring

Trends and strategies are analysed for inclusion in the Headteacher's reports to governors.

Careful monitoring and analysis provides us with regular opportunity to link monitoring to action planning for the following school year.