

# **St Joseph's Catholic Primary School, Worcester**

**'Following Jesus in all we do'**

## **Anti Bullying Policy 2016-2017**

### **Contact Details**

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**Our governors have evaluated this policy in order to ensure that it does not have an adverse effect on race, gender or disability equality**

## Objectives

St Joseph's Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

### Our school community

- Discusses monitors and reviews our anti-bullying policy on a regular basis.
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils adhere to the anti-bullying policy.
- Reports back to parents / carers regarding their concerns on bullying and deals promptly with complaints. Parents / carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

### Definition of bullying

Bullying is **"Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally"**.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

### Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to learning difficulties or disability
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation, sexist or sexual bullying.
- Bullying of young carers or children in care or otherwise related to home circumstances.
- Cyber bullying.

## **Preventing, identifying and responding to bullying**

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop pupils' social and emotional skills, including their emotional resilience and literacy.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying including recording incidents of bullying
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

## **Involvement of pupils**

We will:

- Regularly canvas children's views on the extent and nature of bullying through the School Council and questionnaires.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in school
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied.
- Work with pupils who have been bullying in order to address the problems they have.

## **Liaison with parents and carers**

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents / carers know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

## **Links with other school policies and practices**

This Policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- E Safety policy
- Behaviour Policy
- Safeguarding Policy and procedures
- The teaching of Citizenship and PSHE education
- The Every Child Matters Agenda (Including well-being and community cohesion)
- Confidentiality Policy
- The recording of racial incidents
- The Single Equality Scheme

## **Monitoring & review, policy into practice**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE to inform its action planning to prevent and tackle bullying.

## **Responsibilities**

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.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Head teacher, the Leadership Team, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Head teacher to communicate the policy to the school community.
- Pupils to abide by the policy.

**Review Date September 2017**

**The named contacts for this policy are:**

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The governors and staff are committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum and the right to a learning environment, which dispels ignorance, prejudice or stereotyping.