

**ST.JOSEPH'S RC  
PRIMARY SCHOOL HIGHFIELD**



**POLICY AND PROCEDURE DOCUMENT  
Anti-Bullying**

## **1 Introduction**

- 1.1 Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

## **2 Aims of this Policy**

St. Joseph's Anti-bullying policy will operate in conjunction with other policies including those for Child Protection and Safeguarding, Anti-Bullying, Online Safety and Acceptable Use of IT. The policy applies to all staff and pupils and takes into account the current statutory guidance provided by the Department for Education (DfE) and local guidance issued by Gateshead Local Safeguarding Children Board (LSCB). These duties are set out in the Education Act 2002 Sec 175/157, Working Together to Safeguard Children 2018 and Keeping Children Safe in Education 2022.

This policy, in consultation with Governors, will be shared with and clearly understood by pupils, parents and staff.

- 2.1 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 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 eradication of bullying in our school.

## **3 The role of governors**

- 3.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The following categories of bullying are reported in termly Head Teacher reports to governors:
- Homophobic
  - Racist
  - Sexual harassment
  - Sexual violence
- 3.3 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 deal with incidents of bullying.
- 4.2** The headteacher reports to the governing body about the effectiveness of the antibullying policy on request and reports termly to the Full Governing Body incidents of homophobic and racist bullying as well as incidents of sexual harassment and sexual violence.
- 4.3** 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. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- 4.4** The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.5** 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.

#### **5 The role of the teacher**

- 5.1** Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- 5.2** If teachers witness an act of bullying, they 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.
- 5.3** We keep a record of all incidents of bullying that occur, on our CPOMS system.
- 5.4** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. We seek to use a restorative approach to mend relationships. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. 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** Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

**5.6** Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **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.

**6.2** Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **7 The Curriculum**

**7.1** St. Joseph's PSHE and RSHE curriculum 'Ten Ten' has lessons on maintaining healthy relationships at its core. Pupils are explicitly taught how to respect others and what to do if they are bullied. Online bullying is tackled through this curriculum and through the Computing curriculum. Initiatives such as Show Racism the Red Card and the NSPCC's Stay Safe Speak Out are completed regularly and anti-bullying week is part of our annual curriculum.

## **8 Monitoring and review**

**8.1** This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

**8.2** This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining an anonymised version of the school's anti-bully log on CPOMS and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

## **9 INCLUSION**

We are committed to providing effective learning opportunities for all pupils and apply the three principles for inclusion into planning and teaching. Suitable learning challenges will be set for all pupils with the aim of maximising achievement for all pupils at an appropriate level for each individual. Teachers will respond appropriately to pupils' diverse learning needs and be aware of the needs of differing genders, special educational needs and disability, as well as different culture, social and ethnic backgrounds. We are committed to the principle of equality of opportunity and this will be reflected in the curriculum offered to pupils and in the conduct of staff and pupils.



Appendix A To be completed and uploaded to CPOMS along with incident report.

### St. Joseph's RC Primary School Bullying Report Form

Class	D.O.B	Name
Can you describe what happened/is happening?		
Where did it happen?		
When did it happen?		
Who was involved?		
Did anyone else see it happen, and if so who?		
Was the bullying a one-off incident or part of a bigger problem?		
How did the bullying make you feel?		
Were you physically hurt during the incident?		

Did you need medical help?

Have you told anyone else about the bullying?

If you haven't told anyone else, what has put you off doing so?

What sort of help would you like to stop the bullying (e.g. someone to speak to the bullies and monitor the situation to ensure it doesn't get worse) ?

Do you have any worries now that you have reported the bullying?

Review Date .....

Comments