



ANTI-BULLYING POLICY

November 2015

MISSION STATEMENT

At St John the Baptist Catholic Primary School:

- we encourage each other to live our lives based on Gospel values;
- we acknowledge and nurture the unique gifts in every individual;
- we have a positive vision of our Faith;
- we ensure that prayer, reflection and worship form an integral part of every day;
- we recognise each person as a vital part of God's creation;
- we lay the foundations for successful, lifelong learning;
- we are at the heart of our Parish, welcoming, supporting and working in partnership with families.

Definition

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' (Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed. Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments, and/or suggestions
- Unwanted physical contact

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Aims

The aims of our anti-bullying policy are as follows:

- To create an ethos in which attending our school is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe whilst at St John's.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.

- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

Statement of Intent

We at St John's Catholic Primary School believe that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness. We are a 'telling' school.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils are involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.
- We maintain and develop effective listening for children and staff within our school. Eg through PSHE and circle time, assemblies and constantly promoting the message that all our children are important and have the right to be safe, happy, respected and listened to and supported.
- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. lunchtime supervisors, part-time staff, volunteers, governors, support staff etc know how to respond if they witness or are told of a bullying incident.
- We communicate with parents and the wider school community effectively on the subject of bullying, its definitions and how to report it.
- We acknowledge a key role of every staff member is dealing with incidents of bullying.
- We ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour.
- We promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

Reporting incidents of bullying: Advice for parents/carers.

There are several methods for reporting suspected bullying incidents:

- Make a report in person
- Contact the school by phone and ask to speak to your child's teacher in the first instance, then the Headteacher
- Email the school using secretary@st-johns.cornwall.sch.uk
- Write a letter to the Headteacher

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is important that they be assured that action will be taken. Our response will be as follows:

- The Headteacher will contact the parent within one school day. If she is not available, senior teachers will contact the parent and ensure the Headteacher is aware of the situation, ready for her return to school.
- The Headteacher will talk to all parties concerned to establish what has happened and if the incident is considered bullying.
- The Headteacher will talk to the parents of the victim and the parents of the bully (This would usually be done separately) within 5 working days, to discuss the next steps. Please be aware that we cannot discuss any other child except your own.

Our approaches to dealing with bullying

Everyone

We believe that everyone involved in the life of St John's must take responsibility for promoting a common anti-bullying approach. We agree to:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy

Staff

This includes teachers, support staff, supply staff and student teachers. There is a clear outline of how we respond to bullying incidents (including the recording procedure and possible sanctions). All staff:

- are expected to report incidents of bullying to the Headteacher
- have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.
- are expected to provide children with a framework of behaviour including rules which support the whole school policy
- emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management

Governors

Governors have a duty to:

- be fully informed on matters concerning anti-bullying
- regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school. This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding, such as our Behaviour Policy.