

**ST. JOSEPH'S CATHOLIC  
PRIMARY SCHOOL**



**Barleyfields Road, Wetherby  
West Yorkshire LS22 6PR**

**ANTI-BULLYING POLICY**

***'This school is committed to safeguarding and promoting the wellbeing of all our children, and expects our staff and volunteers to share this commitment'***

Reviewed & adopted  
Next review

- September 2022  
- September 2023

# **St. Joseph's Anti-bullying Policy**

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## **1 Introduction**

- 1.1 Safeguarding children is our top priority at St Joseph's and this policy forms part of our safeguarding procedures. Regular and punctual attendance at school for all children is important to ensure continuity and progression in their education. Therefore, it is essential that children feel happy and safe in their school environment. This policy sets out the procedures in place to safeguard and promote the wellbeing of our children specifically for anti-bullying. This policy must be read in conjunction with the Attendance Policy, Behaviour Policy, Safeguarding Policy and PSHE Policy.
- 1.2 Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically, emotionally, verbally or sexually. The behavior is repeated, or has the potential to be repeated, over time.

## **2 Aims and Objectives**

- 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 children can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur inside or outside of school hours, for example at the weekend. These include: homophobic, racist, transgender, online, peer on peer and gender bullying or any bullying in relation to a child's special educational needs or disability.
- 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.
- 2.5 Our school ethos of love, peace and hope draws on the teachings of Jesus to celebrate differences and treat one another with respect.

## **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 Chair of Governors, the Vice Chair and the Governor with responsibility for child protection monitor the incidents of bullying that occur, and regularly review the effectiveness of the school policy. They require the Headteacher to keep accurate records of all cases of bullying, outlining each incident at the full Governing Body meeting in order to evaluate the effectiveness of school anti-bullying strategies.
- 3.3 The Governing Body responds within ten school days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks 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. 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 ensures that all children know that their voice is heard and who they can talk to if they are being bullied or witness bullying; these messages are delivered through whole school assemblies underpinned by Gospel values, supported by the whole school rules of TRUST (Truth, Respect, Use good manners, Safe, Talk) and the school's child-friendly anti-bullying policy known to the children as STOP (Several Times On Purpose; Start Telling Other People). Posters are displayed all around school to refer to and reinforce these messages.
- 4.3 The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 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.
- 4.5 The Headteacher will make decisions on the sanctions to be put in place when bullying has been concluded. This may include the child missing their free time, working away from the class for a set period, exclusion and/or attending support sessions to restore relationships and ensure the behaviour doesn't happen again.
- 4.6 The Headteacher ensures that all incidents of bullying in any form is reported to parents of the child (and the victim) and is reported to the Local Authority.

#### **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. We use CPOMS to record all incidents that happen in school or that are reported to school from outside of school time. All incidents are reported to the Headteacher.

- 5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. In all cases of bullying, after consultation with the Headteacher, the teacher informs the child's parents (both victim and perpetrator).
- 5.3 All incidents of bullying are recorded on CPOMS. In addition, we keep an anti-bullying logbook in the office where we record a summary all incidents of bullying that occur including in school, outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record on CPOMS and it is the responsibility of the senior leadership team to ensure the logbook is up to date each half term.
- 5.4 If, as teachers, we become aware of any bullying taking place between pupils of a class, we 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. We spend time talking to the child who has bullied: we explain why their actions were wrong, and we endeavour to help the child change their behaviour in future. In all cases of bullying, we inform the Headteacher and the deputy head teacher. The SENCO may also be involved. In all instances, the teacher then invites the child's parents into school to discuss the situation. In more extreme cases, for example if a child is repeatedly involved in bullying other children and where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services/EPOSS/Catholic Care, etc.
- 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. Teachers ensure that all children know that their voice is heard and who they can talk to if they are being bullied or witness 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, have a responsibility to 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.
- 6.3 Parents should reiterate the message that their child's voice will be heard and encourage their child to speak to a member of staff, or come forward to a member of staff in school if their child is being bullied or have witnessed bullying.
- 6.4 Parents should support the school in their strategies to address bullying in school including the support offered to both the victim and perpetrator.

## **7. Role of the Child**

- 7.1 The school council play a role in reviewing the anti-bullying policy.
- 7.2 Pupils in our school take bullying seriously and will report incidences of bullying at every opportunity. Our TRUST rules are followed in school which includes, Telling the Trust, Respecting ourselves and others, Using good manners, Keeping ourselves and others Safe and Telling an adult if we feel worried or upset. Pupils have a role to play through school assemblies, anti-bullying week learning and events, using a restorative practice approach to resolving disagreements, circle time and awareness of buddy/friendships.
- 7.3. Classroom rules are created and agreed by pupils, displayed in each classroom and adhered to. These rules include being respectful to one another and help create an anti-bullying ethos in our school.
- 7.4 Pupils are taught safety messages including online safety from early years up to Y6.
- 7.5 Pupils are encouraged to engage in a safe speak out culture in school.

## **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 the school's anti-bullying logbook, bullying incident forms and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background or any protective characteristics of all children involved in bullying incidents.