



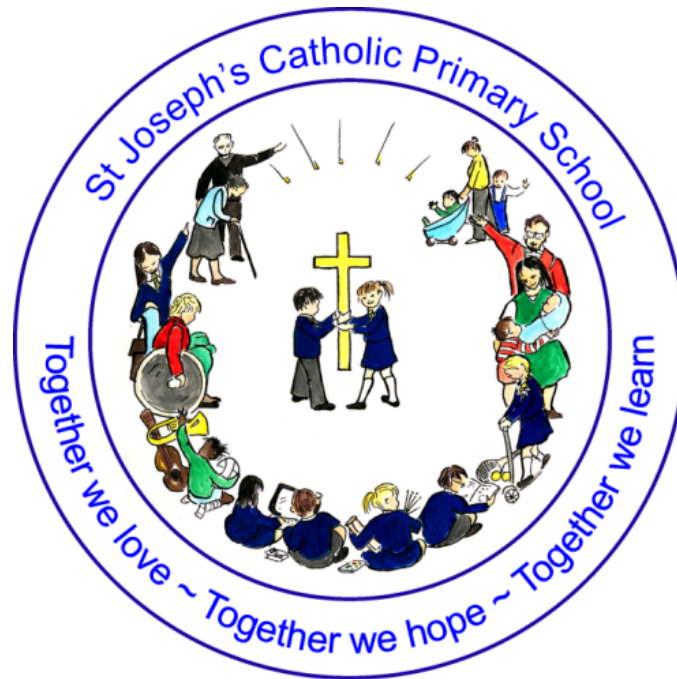
St Joseph's Catholic Primary School

Anti-bullying Policy

Revision	Date	Author	Reviewed	Approved	Next Review	Responsible Committee
1	08/01/2024	E. Broyd	January 2024	25/01/24	January 2027	C&SI

Anti-bullying Policy

Vision



Together we love - Together we hope - Together we learn

Mission

St Joseph's Catholic Primary School is an inclusive, vibrant, Catholic community where we enable and encourage everyone to share and nurture a love of learning and the love of Christ.

Together, we hope to inspire ourselves and each other to be the best we can and to embrace our future with confidence.

This policy is based on DfE guidance "*Preventing and Tackling Bullying*" July 2017 and supporting documents. It also considers the DfE statutory guidance "*Keeping Children Safe in Education*" and "*Sexual violence and sexual harassment between children in schools and colleges*" guidance. The School has also read Childnet's "*Cyberbullying: Understand, Prevent and Respond: Guidance for Schools*".

Policy Objectives

This policy outlines what St Joseph's Catholic Primary School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. St Joseph's is committed to developing an anti-bullying culture where the bullying of adults or children is not tolerated in any form.

Links with other school policies and practices

This policy links with several school policies, practices and action plans, including:

- Behaviour Policy
- Complaints Policy
- Safeguarding Policy
- Internet and E-Safety Policy
- Mobile phone policy
- Curriculum policies such as RSE, PSHE and computing.

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious COmmunications Act 1988
- Public Order Act 1986.

Responsibilities

It is the responsibility of the Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably.

It is the responsibility of the governors to take a lead role in monitoring and reviewing this policy.

It is the responsibility of all staff, including governors, senior leadership, teaching and non-teaching staff to support, uphold and implement this policy.

It is the responsibility of parents/carers to support their children and work in partnership with the school.

It is the responsibility of the pupils to abide by the policy.

Definition of bullying

Bullying can be defined as *"behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally"* (DfE - *Preventing and Tackling Bullying*). Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours. The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media, and sending offensive or degrading photos or videos.

St Joseph's recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by St Joseph's as being a form of child on child abuse; children can abuse other children.

- Abuse is abuse and it should never be tolerated or passed off as "banter". Just having a laugh or "part of growing up".
- We recognise that even if there are no reports of bullying, it does not mean that it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and types of bullying covered in this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including, but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical or mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying or harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

School Ethos

The community at St Joseph's recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment where pupils are able to learn and fulfil their potential.

Our community:

- Understands the importance of challenging, inappropriate behaviours between peers
- Monitors and reviews the anti-bullying policy and practices on a regular basis
- Support staff to promote positive relationships to help prevent bullying
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly

- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy
- Requires all members of the school community to work with the school to uphold the anti-bullying policy
- Recognises the potential impact of bullying on the wider family of those affected, so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages
- Will deal promptly with grievances regarding the school response to bullying, in line with our complaints policy
- Seeks to learn from good anti-bullying practices elsewhere
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or who has witnessed the incident
- The school will provide appropriate support for the person being bullied, making sure they are not at risk of immediate harm
- The DSL (Deputy Safeguarding Lead) will be informed of all bullying concerns via CPOMS (Child Protection Online Monitoring System)
- The Headteacher, DDSL (Deputy Designated Safeguarding Lead) or another appropriate member of staff will interview all parties involved
- A clear and precise account of bullying incidents will be recorded by the school on CPOMS, in accordance with existing procedures
- The School will speak with and inform other staff members, where appropriate
- The School will ensure parents/carers are kept informed about the concern and actions taken as appropriate and in line with good safeguarding and confidentiality practices
- Appropriate sanctions and support (e.g. as laid out in the School's Behaviour Policy or Safeguarding Policy) will be implemented in consultation with all parties concerned
- If necessary, other agencies may be consulted or involved (the police, Early Help etc)
- Where the bullying of or by pupils takes place outside the school site or outside of normal school hours (including cyberbullying) the school will ensure that the concern is fully investigated and responded to in line with this policy, our Internet and E-Safety Policy and the School's Behaviour Policy.

Cyberbullying

When responding to cyberbullying concerns, the School will:

- Act as soon as an incident has been reported or identified
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again

- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation
- Take all available steps, where possible, to identify the person responsible. This may include: looking at the use of school systems; identifying and interviewing possible witnesses; contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include: reports to a service provider to remove content if those involved are unable to be identified or refuse/are unable to delete content; confiscating pupil's electronic devices in accordance with the law (we will access the DfE *Searching, screening and confiscation at school* guidance document to ensure that the School's powers are used proportionately and lawfully); requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support that they may need
- Inform the police if a criminal offence has been committed
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support
- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns
- Working towards restoring self-esteem and confidence
- Providing ongoing support (this may include working and speaking with staff, offering formal counselling, engaging with parents and carers)
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the pupil
- Providing appropriate education and support regarding their behaviour or actions
- If online, requesting that content be removed and reporting accounts/content to service providers
- Sanctioning, in line with the School's Behaviour Policy
- Exploring the background behind the behaviour or actions and provide support where necessary
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Supporting adults

The School takes measures to prevent and tackle bullying among pupils; however it is equally important to recognise that the bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the concern with the Headteacher or another senior member of staff
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns
- Where the bullying takes place away from the school site or outside normal school hours (including online), the school will still investigate the concern and ensure that appropriate actions are taken in accordance with the School's Behaviour Policy or Disciplinary Policy
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with the Headteacher or another senior member of staff to establish the concern
- Establishing whether a legitimate grievance or concern has been raised and signposting the School's official complaints procedure
- If online, requesting that content be removed
- Investigating disciplinary, civil or legal action as appropriate or required.

Preventing bullying

Environment

The whole school community will create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. We will recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children. We will recognise also that children with Special Educational Needs and Disabilities (SEND) are disproportionately impacted by bullying and will implement additional pastoral support as required.

Bullying may be affected and influenced by gender, age, ability and the culture of those involved. At School, we will openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children; those with caring responsibilities; those with different religions, ethnicity, disability, gender, sexuality or appearances.

We will challenge practice and language (including "banter") which does not uphold the School values of tolerance, non-discrimination and respect towards others. Members of our school community will be encouraged to use technology, especially mobile phones and social media, positively and responsibly.

Policy and support

The whole school community will provide a range of approaches for pupils, staff and parents/carers to access support and report concerns. We will regularly update and evaluate our practice to consider the developments of technology and provide up-to-date

advice and education to all members of the community regarding positive online behaviour. The School will take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the School's attention which involves or affects pupils, even when they are not on school premises. The School will also implement appropriate disciplinary sanctions so that others see that bullying is unacceptable.

Education and training

The School will train all staff to identify forms of bullying and take appropriate actions, following the School's policy and procedures, including recording and reporting incidents. We will consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as through classroom displays, whole school worship and the school council. The School will also ensure that anti-bullying has a high profile throughout the year, reinforced through key opportunities such as Anti-Bullying Week. There is also a focus on promoting, modelling and encouraging good behaviour and kindness to others across the school in whole-school worship and in class.

Involvement and liaison with parents and carers

We will:

- Take steps to involve parents/carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying
- Make sure that key information and prejudiced-based and discriminatory bullying (including policies and named points of contact) is available to parents/carers via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- Ensure that parents/carers work with the School to model positive behaviour for pupils, both on and offline
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Useful link and supporting organisations

The following links may provide additional support to pupils, staff or families:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk

- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice:
www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual>

Policy Monitoring And Review (To Include Sub-Committee)

This policy will be reviewed every three years by staff, SLT, C&SI Committee and Full Governing Board.

Authorisation

Signed by (Chair of Governing Board)



Approved by Governing Body: 25th January 2024

Review Date: January 2027

