



ANTI-BULLYING POLICY 2015

Definition

We would define bullying or harassment as:

THE REPETITIVE DELIBERATE ATTEMPT BY AN INDIVIDUAL OR GROUP TO HURT, FRIGHTEN OR UPSET ANOTHER PERSON, OFTEN WHEN THE RELATIONSHIP INVOLVES AN IMBALANCE OF POWER

We believe bullying/harassment takes many forms but the main types are:

PHYSICAL	Deliberately hurtful physical contact (pushing, hitting, kicking etc.) taking belongings
VERBAL	Name-calling, insulting racist remarks
EMOTIONAL	Spreading nasty stories about someone, excluding others from social groups
INTIMIDATION	The attempt to domineer and subjugate another person by any method described above
CYBER	Using the internet to spread rumour and malicious allegations

Children and parents often misuse the term bullying. The school will apply the above definitions when dealing with incidents of behaviour. At all times parents are welcome as full participants in helping the school deal with any behaviour issues.

Why challenge bullying?

We at St. Joseph's consider there is a need to challenge all bullying behaviour no matter what source it is from to stop its spread. We want to:

- Show children that bullying is unacceptable behaviour regardless of how it is delivered or what excuses are given to justify it.
- Ensure the safety and happiness of all children.
- Enable all children to achieve their full potential at school. If children are unhappy because of bullying it is likely to affect their concentration and learning.
- Provide a model of positive behaviour by demonstrating to children that bullying is unacceptable.
- Reassure parents that bullying behaviour is unacceptable and demonstrate it is part of our safeguarding procedures.

Aims

- To make children aware that bullying or harassment is an unacceptable, anti - social activity in a Christian environment;
- To provide staff and children with guidelines for dealing with bullying/harassment if it should occur;
- To reduce and eradicate wherever possible instances in which pupils and staff are subjected to bullying in any form
- To promote the well being of children and community cohesion by taking a strong stance on bullying or harassment



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Preventative Measures

1. We will make children aware of what bullying is through assembly and lessons.
2. We will teach children how to challenge bullying behaviour.
3. We will ensure they know what to do if bullying takes place.
4. Children will be encouraged to use assertive behaviour e.g. "I don't like what you are doing I want you to stop."
5. Children will be supported by the school if they make an allegation of bullying.

Procedure to Follow When Known Bullying Takes Place

- Children must be persuaded to tell an adult that they are being bullied.
- Children will be listened to fully.
- Children will be reassured that it is not their fault.
- Other children must act in a helpful and supportive manner to their fellow pupils by reporting suspected incidents which the victim may be afraid to report.
- Children must be taught to refrain at all times from behaviour which could be said to be bullying.

When incidents of bullying are reported the teacher should:

- Listen to a child's complaint. Take a decision as to whether it fits the definition of bullying above. If not it may be possible to put it in perspective at this stage.
- Talk to both parties individually
- Assess the situation.
- If feasible bring both parties together to talk about the incident.
- Use "circle time" to encourage children to talk about their problems and reconcile their differences.
- Look at the situation where such action takes place and make possible changes to prevent reoccurrence of the issue e.g. break time duty etc.
- Impose sanctions as necessary e.g. a reprimand, loss of playtime, etc.

If the incident is more serious follow the same procedures THEN:

- Involve parents.
- Involve Governors, LA or Diocese.
- Keep accurate records of incidents and actions taken in case of later action by parents.

If the incident was of a racist nature it will be reported to the LEA and the DCSF at the end of the academic year.

All of the above will also apply if a member of staff makes an allegation of bullying.

The school will examine regularly preventative measures (such as alterations to the school environment) in an effort to reduce the risks of bullying/harassment occurring. All members of the school community are welcome to help us with this task.



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Parents' role

- Parents can help by stressing to their child the importance of sociable behaviour.
- Parents can talk to their child about school and any problems.
- Parents can help the child explain their problems verbally.
- Parents can praise and reassure their child for speaking out about problems.
- Parents can liaise with the school to discuss the difficulties.
- Parents can keep a list of names needing to be included in the discussion.
- Parents can help by actively endorsing the school's behaviour policy and anti bullying policy.

This policy will be periodically reviewed and updated by Governors of the school.

All staff, pupils and parents have an active part to play in the evolution, development and maintenance of this policy.