



St John's Catholic Primary School
BATH

'For everyone to shine, celebrate and grow'

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Anti-Bullying Policy 2018/19

We define bullying as:

When someone is verbally or physically threatened or hurt by another or group of others over and over again.

Rationale

Our school codes of behaviour are based on gospel values and should therefore have a profound influence upon the way in which we treat each other within the school community. Bullying is the wilful conscious desire to hurt or threaten or frighten someone else. All bullying is aggression, either physical or verbal although not all aggression is necessarily bullying.

Any behaviour which is the illegitimate use of power by any member of the school community in order to hurt others is bullying behaviour and we reject it utterly and completely.

Purpose

It is the basic entitlement of all children at St. John's School that they receive their education free from oppression, humiliation and abuse. As well as this all, members of the school community, including staff and parents should be free from oppression, humiliation and abuse. It is the responsibility of everyone in the school community to ensure that learning takes place in an atmosphere which is caring, supportive and protective. The purpose of this policy is to ensure pro-activity in the area of personal and social education and to encourage positive relations in all areas of school life.

Guidelines

In St. John's School, an active partnership involving staff, governors, children and parents will create an anti-bullying ethos and environment developed and fostered through:

- Anti-bullying notice board;
- Encouraging peer mentoring if pupils are worried;
- Raising awareness and understanding of what constitutes bullying. Giving pupils opportunities to talk about bullying.
- The supervision of key areas of the school;
- The effective use of the playground as an area in which to play;
- Procedures for investigating incidents
- The effective counselling and listening to all parties involved, including witnesses;
- Developing all pupils' self-esteem;
- School Council to have bullying as agenda item at all meetings.
- Each class has Princess Diana anti-bullying ambassadors. They meet on a regular basis.
- Child-Friendly anti-bullying policy given to every pupil

Through this policy, we will communicate to staff, governors, children and parents that the school acts to prevent bullying and not just to deal with bullying incidents.

This policy should be read in conjunction with the school Mission Statement and the School Behaviour Policy.

What Is Bullying?

Bullying behaviour is usually repeated over a period of time and it is difficult for those being bullied to defend them. Although immediate physical safety comes first, all bullying - by a pupil or adult towards another pupil or adult - whatever the motivation or method, is unacceptable and will not be tolerated. Bullying always has the intention of causing deliberate harm.

The main types of bullying are:

- Emotional - unfriendly behaviour, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist - racial name calling, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;
- Religious - negative or unfriendly focusing on religious difference or how somebody expresses their faith;
- Homophobic - because of, or focussing on the issue of sexuality;
- Transphobic - intentionally making someone unhappy because of their sex or because they may not be perceived to conform to normal gender roles;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber - all areas of the Internet, e.g. email/ chatroom misuse; mobile phone threats by text message and/ or calls; misuse of associated technology, e.g. camera and video facilities.

Procedures to be followed in the event of a bullying incident

The Headteacher will contact the parents of the children concerned;
Parents will be asked to monitor any changes in their child's/children's behaviour that occur at home and contact the school promptly;
A record of any incident will be kept;
For incidents where a reconciliation is quickly achieved, parents will be made aware of this;
In the event of repeated incidents, parents will be invited to a meeting at the school where exclusion procedures will be considered;
Parents, the Chair of Governors and the Local Education Authority will consequently be informed in writing if exclusion procedures are used.

Reviewed: October 2018

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