



ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL

"Where we learn to love and love to learn"

Mission Statement

Together at St. Joseph's we learn to love,

Following Jesus,

Sharing God's gifts

Building God's world

Anti-Bullying Policy

Document Control	
Name of Policy	Anti-Bullying Policy
Date approved and adopted	October 2024
Date to be reviewed	October 2025

Vision

Our vision at St Joseph's Catholic Primary School is to provide a happy, secure and purposeful environment with Christ at the centre of all we do. We aim to provide high standards of education and achievement for all of our pupils, in an environment where Catholic values are shared and lived by all. We aim to ensure that every child has the opportunity to realise their full potential in a positive, motivating and caring environment, where relationships are based on the values of respect, honesty, kindness and love. We aim to develop positive self-esteem in each child to encourage the best efforts, independence, self-reliance and responsibility for their own actions.

Our ethos stems from an understanding that all behaviour is a form of communication and that it is the role of school staff, parents and carers to support the children in our care to communicate in a positive way by having their individual needs met.

Objectives

We will achieve our aims by setting out clear guidelines for:

- Support and guidance for the victims and the perpetrators of bullying
- Procedures for dealing with bullying
- All members of the school community to be alert for signs of bullying and to act promptly
- Recording responses to bullying
- Defining and understanding the concepts of bullying
- Publishing a school definition of bullying (see below)
- Ensuring within the wider school curriculum, we organise through reflection on and education about bullying and effective inter-personal relations
- An understanding of the nature and offensiveness of racist, sexist and homophobic bullying as integral elements within our approach to dealing with bullying

School Definition of Bullying

There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms, but four main types are:

- **Physical** - hitting, kicking, taking belongings
- **Verbal** - name-calling, insulting, racist remarks
- **Indirect** - spreading nasty stories about someone, excluding someone from social groups
- **Cyber Bullying** - verbal or indirect bullying using technological communication, e.g. internet, mobile phones, social networking

Rights of Pupils

All pupils have the right to:

- Live in a safe, well-ordered community.
- Be valued regardless of race, religion, culture, gender, sexual orientation or disability.
- Complete their learning.
- Say 'no' to anything they think is wrong.
- Expect support from any member of staff.
- Know that they can speak in confidence if they feel threatened or see someone else victimised.

Responsibilities of Pupils

- Will not put up with any form of bullying
- Will not be afraid to report bullying
- Will help to stop others who are bullying

Rights of Adults in School

All adults have the right to:

- Work in peace and safety, in a safe, well-ordered community.
- Be valued as an individual.
- Get on with their work
- Not to be bullied.

Responsibilities of Adults in School

The school promises:

- Every incident of reported bullying will be fully investigated in a fair manner, and all such incidents will be logged in the appropriate way (eg using our online management system-CPOMS)
- People who help to stop bullying by telling a member of staff will be given full support.
- Victims of bullying will be given full support.
- Bullies will be given every opportunity to discuss their actions in an atmosphere of openness and concern.
- That all members of staff will take all forms of bullying seriously, and will intervene to prevent incidents from taking place.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that **ALL** staff are aware of the school policy and know how to deal with incidents of bullying. The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in school. Sanctions will be administered to all bullies as outlined in our Behaviour Policy. The Headteacher will provide appropriate time to meet any parent or carer to discuss all allegations of bullying as outlined in the procedures in the school prospectus.

Rights of Parents

Parents have the right to:

- Expect that all reported incidents of bullying will be dealt with efficiently and in a caring manner.
- Be welcomed into school to discuss problems of bullying and the school's response to it.

Responsibilities of Parents

The school hopes that parents:

- Will work with their children to create an attitude of tolerance and respect for others.
- Will be attentive towards potential problems and inform the school as soon as possible.
- Accept responsibility for incidents that start and develop outside of school.
- Will work with the school to help defuse all problems of bullying.
- Will want to be part of a positive, caring partnership with the school.