



ST. JOHN'S CATHOLIC PRIMARY SCHOOL

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Autumn 2014

Let the Light of Christ Shine in Us

Anti-Bullying Policy.

Working in conjunction with the St John's Behaviour Policy

Introduction:-

St Johns Catholic Primary School is committed to providing a safe, positive, valuing and inclusive environment for pupils, staff and parents/carers.

Our Anti-Bullying policy and practice plays an important role in this. Our ethos is entirely underpinned by the teaching of Jesus Christ our Lord and the values of the Holy Gospels

Values and Aims.

To provide a safe environment for all our school community.

To ensure that everyone is confident to report incidents of bullying and know that they will be listened to and action taken.

To show bullies that their behaviour will not be tolerated and to show that bullying behaviour is, in all circumstances, unacceptable.

To enable victims to walk away from incidents.

To provide a safe place for victims.

To develop in the children recognition and understanding of the nature of bullying.

A culture of respect for every individual.

Fairness.

Principles:-

- *All adults in our school community (staff, governors, parents / carers) are expected to present positive role models to children.*
- *St John's recognises that bullying is a shared problem and staff and parents (of both victim and perpetrator) will need to work together to resolve difficulties.*
- *Anti-bullying approaches will be consistent with the values of a Catholic community and preparing children for life in an inclusive society. This includes incorporating an acceptance and valuing of difference, the need to cope with difficult individuals and the role of forgiveness.*
- *When incidents have been dealt with, all parties should be supported and enabled to move on positively. In keeping with our shared faith, it is our aim that the resolution of incidents pupils should, wherever possible, be reconciled.*

Definitions. (DfE Gov.uk) There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

Bullying involves an inequality of power. It is difficult for those being bullied to defend themselves. It can be indirect and persistent, it might involve spreading nasty stories about someone. It can result in a violation of freedom and rights.

Control measures to help prevent bullying.

- Assemblies and Personal, Social and Health education (PSHE) lessons will regularly be devoted to showing the children strategies for dealing with bullying – and the harm caused by bullying.
- Children are helped to build up their own self-esteem by positive self-evaluation, role play, assertiveness training and positive reward strategies such as our house token scheme.
- Children are taught how to walk away from incidents without hitting back or losing face.
- Regular discussion time is created in order to talk through issues and problems together.
- When possible, drama groups who deal with problems like bullying through role play, will be used to help highlight bullying and how to deal with it.
- The playground will be organised to encourage non-aggressive play.
- In class strategies such as ‘worry boxes’, ‘class behaviour charts’ on which the children evaluate their own behaviour, personal behaviour charts and ‘buddy systems’ etc.

Identifying bullying.

Bullying can be identified at an early stage by allowing positive discussion in class. This could take the form of Circle Time or Bubble Time. The children must be encouraged to tell staff of any problems as they occur. For their part, staff should always listen and take appropriate action where necessary.

We acknowledge that, even with all these strategies in place, there are still likely to be incidents of bullying. All staff need to be alert to the following signs which could mean a child is being bullied:

- a child shows physical marks;
- a child is looking miserable;

- a child's work or social behaviour changes dramatically;
- a child is scared of going home or coming to school;
- a child is afraid to be near someone else;
- a child is isolated and is not chosen for teams.

Parents are often the first to become aware of this problem, we hope incidents will be reported to the school as soon as possible.

Strategies for dealing with bullying incidents.

- The school avoids at all times labelling pupils as either victims or bullies. It is important that pupils who have been the targets of bullying behaviours are able to see that this experience will end and that it is not the result of something about themselves that has attracted or deserved such treatment by others.
- Similarly children who have engaged in bullying behaviour will be expected to resolve the matter and change their behaviour.
- It should be remembered that there is no typical "bully". Many children may use bullying behaviours from time to time.

The following procedures should be adopted:

In all cases Restorative Measures will be adopted.

1. Investigate the incident.
2. Interview the bully and victim separately / together (as appropriate – this will be most effective when moving towards the resolution and the reconciliation of both parties, as is good practice in effective 'restorative' procedures.)
3. Interview any witnesses.
4. Decide on appropriate action which includes:

For an early offence / incident:-

- use the "no blame" approach where the bully is told clearly the effect his/her behaviour is having on the victim.
- identify possible cause for the behaviour of the perpetrator.
- isolation for a short time,

- apologising to victim,
- reminders about school rules.

Subsequent offences:

- losing playtimes,
- negotiate a contract with the bully to help stop the behaviour which includes doing something positive for the victim and resolving own negative issues if appropriate.
- provide support and a safe place for the victim
- discussions with both parties with a LSA trained in counselling followed by regular reviews
- other agencies will be approached where necessary

All incidents of bullying and racism should be reported to a senior member of staff and written in the log book. The log is checked regularly by the Head Teacher. In cases of serious bullying the offender's parents will be informed and involved. Progress should be discussed with victims to keep a watching brief on the situation.

At Any stage, Restorative Justice may be used to bring about reconciliation between parties or individuals.

Not all hurtful behaviour is bullying, but all hurtful behaviour is unacceptable in school. The following are examples of hurtful behaviour which may not be bullying:

- Children may fall out with their friends and engage in hurtful behaviour. Such experiences can be extremely distressing to the individuals involved.
- Children may retaliate against the hurtful behaviour of others.

Although not all hurtful behaviour is intentional, all hurtful behaviours are a matter of concern and will be dealt with by the school. Where pupils cause harm or distress without intent, the impact of their behaviour will be pointed out and any continuance will be regarded as intentional. Similarly, all unsafe behaviours and unsafe environment issues will be dealt with.

The Role and Involvement of Parents:-

Steps to take if you find your child is being bullied.

- Contact the class teacher immediately to allow the school to take the appropriate action. (When parents are friends and wish to resolve matters informally they are advised that the school should always be made aware of tensions between children so that they can be supported appropriately.)
- Try to give the situation time to change while following the school's suggestions for dealing with the situation, allowing strategies to take effect.
- If there is no improvement contact the Head teacher.
- If you are still unhappy contact the Chair of Governors - address c/o the school.

If your child is the bullier:

- Try to keep calm and discuss the problem.
- There are all sorts of reasons why a child may begin to bully others, talk to the staff at school who will do their best to help and support you.
- Emphasise that bullying is not acceptable and that you will not tolerate it.
- Help your child to find other ways of dealing with situations that trigger bullying behaviour.

The Role and Involvement of the Governing Body:-

The Governing Body supports the Headteacher in all strategies to eliminate bullying from our school, while still recognising that it is likely to occur in school from time to time.

It is the responsibility of the Governing Body to monitor and review the anti-bullying policy and its effectiveness. They require the Headteacher to keep records of all bullying incidents and to report on the effectiveness of the school anti-bullying strategies.

Date of next policy review: Autumn '15

Signed - Chair of Governors:-

Date:-

AH/A-BPol