

St Joseph's Catholic Primary School, Wallasey



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Anti-Bullying Policy

Mission Statement:

"Love one another as I have loved you"

School Values:

<i>Service</i>
<i>Justice</i>
<i>Love</i>

School Vision:

We seek to build a welcoming, caring community of faith, where we love and serve our children to support them to gain all the necessary spiritual, academic, personal and social skills to succeed in our local and global community.

Adopted by Governors: September 2026

To be reviewed: September 2027

Rationale:

All stakeholders at St Joseph's have the right to feel welcome, happy, safe and secure, in an environment where all are able to thrive and be themselves. This is how all members will achieve their true potential. In order to do this, bullying will not be tolerated and we do all we can to prevent it.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a whole school ethos in which bullying is regarded as unacceptable.

Policy Aims:

- To ensure our school ethos promotes an environment where all in the school community treat each other with respect and understand why this is the right way to behave
- To ensure everyone in the school community understands what bullying is and that bullying will not be tolerated at St Joseph's Catholic Primary School.
- To emphasise that every child is of equal worth, irrespective of age, gender, gender identity, family background, ethnic background, faith or academic attainment.
- Prevent any forms of bullying through an approach which talks to talk to educate them about the equality and diversity
- Prevent all forms of bullying by encouraging good behavior and deal swiftly with any behaviour deemed as bullying.
- To clearly communicate and share what steps to take if bullying does happen to children, staff, parents/carers and governors

Definition of Bullying

Bullying is intentional, not an accident, where a bully hurts someone on purpose.

Bullying is repetitive. This means that the bully hurts someone over and over again; it isn't an incident that happens only once. In general, bullying is where one person acts like they have more power than another, and does whatever they can to hurt that person.

Types of bullying:

Bullying is defined as any actions that are meant to be hurtful and can take many forms.

There are 4 main types of bullying:

Physical: Any form of violence (eg: pushing, kicking, hitting, punching, pinching) or threatening violence, or taking and damaging belongings. **Someone hurting someone else, such as, hitting, kicking, punching, spitting, pushing and pinching (child-friendly).**

Verbal: Name-calling (including racial, faith, sexual and anything linked to their appearance), sarcasm, spreading rumours, teasing. **Using unkind words to hurt (child-friendly).**

Emotional/Psychological: Excluding children from games, being unfriendly, impersonating, tormenting, isolation, humiliation, ridicule, refusing to talk to children, staring at children. **Hurting people's feelings and leaving people out (child-friendly).**

Cyber/On-line: Bullying through social networking, online gaming, malicious texts and messages, prank phone calls, photo-changing software. **Saying and doing unkind things by text, email or online (child-friendly).**

Racist: racial taunts, graffiti, gestures. Incidents related to religion or culture come under this heading too. **Calling people names because of the colour of their skin, their religious beliefs or where they come from (child-friendly).**

Sexual: unwanted physical contact or emotional, abusive contact. **Saying mean things about a person's appearance or body parts (child-friendly).**

Homophobic, Transphobic and Biphobic: this bullying involves the targeting of individuals on the basis of their perceived or actual sexuality or sexual orientation, including if they do not conform to a perceived dominant masculine or feminine gender image. This includes referring in an unkind way to someone or something as 'gay'. **Making assumptions and making unkind comment on other people's identity (child-friendly)**

Some children are in some way more vulnerable to bullying, such as children who have specific abilities, disabilities or special educational needs (including behaviour), pupils new to the school, pupils who fall into specific social groups due to their family status or those with English as an additional language. School is highly aware of these children and takes additional care to meet their needs.

Signs and Symptoms

Signs of bullying can be extremely variable and will very much depend on the individual. It is important, however, that parents/carers and school staff are aware of the signs and symptoms associated with bullying so that they can identify possible problems.

The more common signs include:

- Physical signs: injuries, damaged clothing, general ill-health due to stress.
- Emotional signs: mood swings, changes in personality, constant anxiety/nervousness, depression or tearfulness for no apparent reason, lack of confidence, negative self- image, hostility and defensiveness.
- Behavioural signs: withdrawn, frequent unexplained absences, poor concentration, eating disorder, evidence of self-harm, disruptive/challenging/bullying behaviour.
- General: frequently 'lose' money/possessions, appears tired/lethargic, avoids entering/leaving school with others, desire to remain in the company of adults.

** These signs could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Remember – silence is the bully's greatest weapon.

The Role of Governors:

The governing body supports the Headteacher and all other involved staff in all attempts to eliminate bullying from our school. The governing body will not condone any bullying in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher, and asks them to conduct an investigation into the case, and to report back to a representative of the governing body.

The Anti-Bullying Policy will be reviewed annually by the Governing Body.

The Role of the Headteacher:

It is the responsibility of the Headteacher to implement the Anti-Bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher ensures that reports are made to the governing body about the effectiveness of the anti-bullying policy.

The Headteacher ensures all children know that bullying is wrong, and that it is unacceptable behaviour in this school. They ensure that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying. They set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. Each term, the Headteacher will assess any incidents of bullying with the SLT updating all bullying records, to ensure that no further bullying involving the pupils in the record has taken place and that any patterns that can be identified in bullying behaviour are being addressed.

The Role of Staff Members:

All staff will receive training on the implementation of the Anti-Bullying policy annually. The staff in school take all forms of bullying seriously, and seek to prevent it from taking place. Through the school's work on promoting British Values, equality and diversity, PSHE and RSE, pupils are encouraged to understand and empathise with vulnerable peers and to gain the skills to support all their peers appropriately. Staff, through their professional responsibilities, will model positive behaviour and actively encourage children to have respect for each other and for other people's property. Pupils' polite and kind behaviour is regularly acknowledged and rewarded through verbal feedback and points on DOJO.

When any bullying has taken place, the teacher/support staff will deal with the issue as soon as possible. Should incidents of bullying arise, teachers and support staff will record details on CPOMS and follow the 'Ladder of Help' (appendix C). The class teacher is to be informed. Teachers and support staff will do all they can to support the child who is being bullied and the child who is bullying, ensuring that parents/carers remain informed. Any incidents of bullying will be followed up and monitored by the Deputy Headteacher, and the Senior Leadership Team will be informed. This allows senior staff to check in and monitor that any bullying has not resumed over the following months.

Time will be spent talking to the child who has done the bullying, explaining to them why their actions were wrong and how they should change their behaviour in future, and reassuring the targeted child that measures will be put into place to ensure that no further incidents of bullying take place. Restorative approaches will be used if appropriate. Both children's parents/carers will be informed, and they may be invited into the school to discuss the situation and for any subsequent catch up meetings. In more extreme cases, e.g. where these initial discussions have proved ineffective, contact with external support agencies, such as the school's Educational Psychologist, and the inclusion team.

Staff must remain vigilant to bullying. They should not wait for a child to tell them that they are being bullied before raising concerns or dealing directly with the matter. Children may not be aware that they are being bullied; they may be too young or have Special Educational Needs. During transition meetings, staff will be made aware of any vulnerable pupils within their class, so the well-being of these pupils can be monitored more closely and additional support can be offered if required.

All staff try to ensure that children know the difference between bullying and simply "falling out."

The Role of Parents/Carers:

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately who will follow the school's 'Ladder of Help' (appendix C). If they are not satisfied with the response, they should contact any member of the Senior Leadership Team, including the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, which is available from the school office and on the school's website.

Parents/carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. An anti-bullying advice leaflet (appendix A), is issued annually to parents/carers and information for parents is available on the school's website.

Parents are actively discouraged from trying to deal with any incidents of bullying themselves, by approaching either the child involved or their parents.

The Role of Pupils:

Pupils are encouraged to tell anybody they trust if they are or someone else is being bullied, and if the bullying continues, they must keep on letting people know. All children use their hand to name 5 trusted adults as a protective behaviour as part of their PSHE curriculum.

A copy of the Anti-Bullying Leaflet for Pupils (appendix B), is updated and issued to pupils each year. This presents the key points of the school's Anti-Bullying Policy in a child-friendly format.

Year 5 and 6 pupils are trained as Play Leaders to work with the younger pupils during lunchtime, leading activities and ensuring that all pupils are included. Their training includes identifying pupils who may be bullying or being bullied and the steps they should take to alert a member of staff.

Strategies to Prevent Bullying

Prevention is better than cure. At St Joseph's, the children are taught to respect one another and expect to be respected in return. Their self-esteem, self-awareness of their actions, words and behaviour towards others are developed using our RHSE scheme "Life to the Full", our code of conduct and school rules, "Vine and the Branches" RE schemes and through assemblies, performances and class discussions.

Also;

- All staff are trained to deal with bullying; all incidents are taken seriously and acted upon quickly
- Involvement with anti-bullying week
- Drama activities teaching the children about bullying and the consequences of their actions
- Teach the children how to stay safe and recognise signs of bullying online
- Positive role models throughout school who use consequences fairly and consistently
- Named members of staff assigned to certain year groups at lunch time have been trained to use sanctions and rewards
- Play leaders promote inclusive play during lunchtime
- Active play equipment is used for purposeful games to be played at playtimes
- Movement around school is orderly and well-timed
- Good liaison between staff and parents/carers
- Children feel listened to, heard and trust that staff will deal with their concerns
- All children have their achievements recognised and celebrated
- There is a whole school approach to tackling bullying
- Children are involved in tackling bullying;

How to Report Bullying:

- All parents/carers and pupils must feel confident to follow the anti-bullying procedures and system within school to manage their concerns
- Children are to use the five friends approach
- All children are taught to think of five trusted people they trust and can go to for help. These can be their family, friends or staff
- Anti-bullying lessons and RSE lessons repeat the message of who to talk to
- Children may find it hard to talk about, so worry boxes are in every classroom for children to write down their thoughts so staff can handle incidents with discretion and confidentiality

How this is Managed, Recorded and Acted on:

- Staff will follow the anti-bullying flow chart from policy
- All reported incidents of bullying are investigated and acted upon sensitively and promptly.
- A record of incidents is kept and monitored by the class teacher and update meetings are held between the class teacher and SLT
- Time is spent talking to the child who has bullied and the targeted child. If further action is needed, the member of the Senior Leadership Team will be involved
- Parents are informed and involved immediately, if it is deemed appropriate
- The use of direct work with our pastoral lead; support groups and mediation are used to help children understand the consequences of their actions and how to develop into a more respectful friend, and to support the target in developing their self-esteem to help heal their recovery
- Support from external support agencies is sought if necessary.
- Sanctions will be applied in accordance with the school's behaviour policy.
- The class teacher, TAs and mid-day assistants will be informed to be able to monitor further development
- Any incidents of bullying will be recorded on CPOMs and kept on file

In class, to re-establish a positive and safe environment, circle time methods and PSHE lessons are used to help the children feel they can trust and have respect for all, so therefore feel able to speak out and stop bullying.

Review

The policy will be reviewed annually by the Governing body.

What is bullying?

Throughout school, children will learn that bullying is:

- repeated behaviour that happens regularly;
- deliberate. The bully wants to hurt, humiliate or harm the other child;
- an imbalance of power. It involves someone (or a group of people) who are stronger in some way than the person who is being bullied. They may be older, stronger, there may be more of them or they may have a 'hold' over the person (e.g. they know a secret about them).

Children will learn that bullying is not:

- a one-off fight or argument;
- when a friend is sometimes thoughtless.

We teach our pupils about four different types of bullying:

1. Verbal e.g. hurtful comments and threats, name-calling (this includes Hate Crime - racist and homophobic, biphobic or transphobic comments);
2. Physical e.g. hitting, kicking, taking belongings;
3. Emotional e.g. staring, glaring, leaving people out, spreading rumours;
4. Cyber e.g. using technology to hurt someone through a variety of media – e.g. text messages, comments on social networks.



What does school do about bullying?

At St Joseph's Catholic Primary School, we join in with the national Anti-Bullying initiative week each year in November.

Throughout the year, we continue to promote anti-bullying in school through carefully thought out lessons, discussions within PSHE, class circle time and in RSE lessons. This includes; issues such as cyber-bullying and what it means to be a good friend. We have anti-bullying display boards around the school to keep reminding children that bullying is not tolerated in St Joseph's.

At school, we have an anti-bullying policy, which explains what to do if bullying is reported and what the school is doing to stop bullying happening in the first place.

This work helps us to stop bullying happening by:

- Making sure that all children and adults mean the same thing when they talk about bullying;
- Helping children to understand how bullying feels for the person being bullied and try to understand why some children may bully others in the first place;
- Making sure that all children feel confident about telling an adult when they know that bullying is going on;
- Making sure that all children know exactly what to do if they are being bullied, and feel confident that something will be done to stop it;
- Helping children enjoy, celebrate and respect the ways we are all different, as well as the ways in which we are similar, and to feel good about themselves.

How can I help at home?

The most important things that you can do to help your child to understand, help prevent, and deal with bullying are to:

- Know what your child will be learning about bullying at school (by reading this booklet or looking at the school's website);
- Encourage and support them to try out the protective skills they are learning in school;
- Be a good role model in the way you talk about others – so your child will learn that everybody deserves respect;
- Model empathy for others – talk about how other people might feel in different situations;
- Talk openly about what bullying is and how it feels;
- Make it safe for your child to share their worries about bullying with you, so they know they can rely on you to listen to them and support them;
- Talk to your child about the different types of bullying;
- Teach them how to use social media safely, and be a positive role model and switch off and step away when it is needed

Why do children bully?

Children bully because:

They don't realise how much it hurts;

They dislike or are jealous of someone;

It makes them feel powerful or respected;

It gets them what they want (sweets, money);

They are bullied themselves and are taking out their hurt and anger on someone who won't fight back;

They are having problems in their life that are making them feel bad.

What should I do if I think my child is being bullied?

Your child may not tell you or us that he or she is being bullied.

If you suspect it is happening, look out for the signs (see above).

Do not get angry or threaten to visit the school or parent of the other child – this will only frighten your child further.

Praise your child for telling you and reassure them that they have done the right thing.

Listen to your child, accept your child's feelings and encourage them to talk about their worries – however minor it may seem to you the feelings are very real for them.

Don't jump in with advice or try solve the problem for them.

Listen to their ideas, unless they are likely to end up in serious danger or trouble.

If you tell your child to fight back or say something 'clever' to the bullies they may well end up feeling twice as bad. Not only are they being bullied, but they have failed to stop it as well.

Work doubly hard to help them feel valued and important.

Help your child to think about what they would like to happen, and ask how you can help – if your child feels in danger, make sure that they have a plan for keeping safe.

Avoid the children doing the bullying, e.g. staying with a group of friends, staying in safe areas, knowing who to go to for help etc.

Tell your child that you have to inform your child's class teacher at this point and agree how you can do this in the best way so your child does not feel anxious about this happening.

Why don't schools just get rid of bullies?

Parents are often surprised when schools don't automatically exclude children who are bullying others. As parents and carers, our first concern will always be for our own child's safety and happiness.

There are three reasons why schools don't automatically exclude bullies:

1. If schools excluded every child who has ever bullied that would include many children. Many children in every school have either been bullied, seen bullying or bullied themselves. There is no evidence that children are born bullies or targets - they change roles according to where they are and who they are with.
2. If schools simply moved the problem onto another school other children will continue to suffer. The best thing to do is to deal with the problem and try to stop the child from bullying altogether. The school will always have the right to exclude them if the behaviour does not improve following all necessary actions.
3. There are always ways of changing bullying behaviour. Helping the bully to understand how the other child is feeling and the effect of bullying on them, teaching them to stand up to peer pressure from others, giving them support to manage the problems they are facing in their own lives - all of these things can change bullying behaviour for good.

Try to understand what we are doing at school and why. When children who are bullied are asked what they want to happen they very rarely mention punishing the other child or revenge, they almost always say: 'I just want it to stop.'

How do I know if my child is being bullied?

If you think your child may be being bullied, look out for:

- behaviour changes,
- withdrawal,
- not wanting to go to school,
- lots of stomach-aches, headaches or non-specific illness.

Sometimes these ailments will be real, and sometimes they may be made-up, but whether the illness is real or not, the worry certainly is, so it needs to be taken seriously.

Help your child to talk to you. Use books and TV plots to open up discussions about bullying.

With younger children dolls, teddies or puppets are a good way to help them talk about their worries and feelings



What should I do if my child continues to be bullied?

If the bullying carries on after your child has carried out their own strategies, there are further steps that you can take:

- Collect any evidence e.g. keep a diary of exactly what was said or done, when and where, keep any text messages, emails, or posts on social media.
- Alert the school. Make sure you talk to your child before you do this but be clear that this is what you must do. Agree with your child when is the best time for you to do this – maybe during lesson time or after school.
- When you talk to school please be specific about what has been happening.
 - Ask us what we will do and what we would advise you to do. Remember that we all want the best for your child. We will draw up a plan together with follow up steps

What should my child do if they are being bullied?

We need to help our children to feel safe to tell us if they know bullying is happening. Children can tell any member of staff in school, they can tell one of our anti-bullying

What should my child do if they witness bullying?

Talk to your child about what they can do to support a child who is being bullied. They could befriend the child and be kind to them, include them in their games and they must tell an adult what is going on. Tell your child to be an 'Upstander' and not a bystander.



What should I do if my child is bullying others?

If you are told that your child is bullying others don't immediately dismiss the idea or rush into punishing them. Try not to call them a bully as we are all capable of bullying others.

When you talk, stay calm and remind them that it is the behaviour you do not like not them.

Listen to what they have to say. If they deny it, arrange to see the teacher. Stay calm and listen to what the teacher has to say.

Talk to your child about how the other person feels - they may not realise how much they are hurting, frightening or upsetting the other person.

Help your child to develop confidence to make friends – happy people don't need to bully others.

More information can be found on the school's website in the anti-bullying section, including the school's anti-bullying policy and the Pathways of Help that school follows when dealing with incidents of bullying.

Useful links:

These websites also offer useful information about how to deal with bullying, for parents:

www.kidscape.org.uk

www.childline.org.uk

www.bullying.co.uk

www.anti-bullyingalliance.org.uk www.nspcc.org.uk

Supporting Organisations and Guidance

Anti-Bullying Alliance www.anti-bullyingalliance.org.uk

Beat Bullying www.beatbullying.org

Childline www.childline.org.uk

Family Lives www.familylives.org.uk

Kidscape www.kidscape.org.uk

NSPCC www.nspcc.org.uk

PSHE Association www.pshe-association.org.uk

Restorative Justice Council www.restorativejustice.org.uk The

Victim Support www.victimsupport.org.uk

Young Minds www.youngminds.org.uk Young

Carers www.youngcarers.net

Cyberbullying

Childnet International www.childnet.com

Digizen www.digizen.org

Internet Watch Foundation www.iwf.org.uk

Think U Know www.thinkuknow.co.uk

UK Safer Internet Centre www.saferinternet.org.uk

LGBT

Schools Out www.schools-out.org.uk

Stonewall www.stonewall.org.uk

SEND

Changing Faces www.changingfaces.org.uk

Mencap www.mencap.org.uk

DFE: SEND Code of Practice www.gov.uk/government/publications/send-code-of-practice-0-to-25

Racism and Hate

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

Show Racism the Red Card www.srtrc.org/educational

Leaflet for children (handed out annually and available in all classrooms)

<u>What is bullying?</u> We believe a bully is someone who hurts someone not once, but repeatedly, by using targeted behaviour which is meant to hurt, frighten or upset. Bullying can be: Emotional: Hurting people's feelings, leaving you out, being bossed about. Physical: Punching, kicking, spitting, hitting, pushing. Verbal: Being teased, name calling. Cyber: texts, e-mail, chat rooms, social media Racist: Calling you racist names, offensive comments about where you come from.	<u>Where can I go?</u> If you need a friend to play with go to one of the adults on duty, a play leader or your school council reps who will help you find a friend / game to join in with. Who can I tell? You can tell any adult in school – your class teacher, someone in the kitchen or the office – they will all help you. Your school council reps will also know how to get the help you need, or anyone trusted friend in your class or around school. Tell a grown up at home who will get in touch with your class teacher.	<u>What will happen?</u> We will always take it seriously. Teachers will get involved to help to end the problem. They will speak with all the children involved and work to find a way to change the behaviour. Parents will be contacted and there will be consequences for their actions, but we will focus on restorative counselling and building positive friendships.
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Through a 3rd person: Sending one
of your friends horrid messages
about you.

Homophobic: Calling you gay,
commenting on your sexuality.

Everybody has the right to be who they are-
because we were all made in God's image.



REMEMBER



Together we can put a STOP to
Bullying!

Policy Ladder of help



