



ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL

ANTI-BULLYING & COUNTER CYBER-BULLYING POLICY

We believe that:

- if we nurture gratitude in our pupils, they will practise generosity;
- if we nurture attentiveness in our pupils, they will practise discernment, make good decisions in their lives and accept responsibility for their actions;
- if we nurture compassion and love in our pupils, they will treat others with respect and they will learn to empathise with those who suffer poverty, injustice or violence;
- if we nurture faith and hope in our pupils, they will have the confidence to contribute positively to the communities in which they live and inspire others to be hopeful for the future;
- if we nurture eloquence and truthfulness in our pupils, they will be honest and respectful in their relationships with others;
- if we nurture wisdom and a desire to learn in our pupils, they will use their gifts and skills for the benefit of others and will contribute positively to others' lives;
- if we nurture curiosity in our pupils and engage them actively in their learning, they will become lifelong learners who are tolerant and respectful of difference and diversity;
- if we nurture a strong conscience in our pupils, they will have the confidence to lead by example, reflecting God's love to others and striving for harmony and equality in the communities around them.

DEFINITION AND GUIDING PRINCIPLES

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, eg 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)

The pupils at St Joseph's School believe that bullying is "someone hurting you or your feelings or your property, not just once but over and over again." (School Council November 2015)

Bullying is an unacceptable form of behaviour in society at large, but especially in school. All pupils have the right to feel safe and secure. They need to feel free from any threat of bullying and to know where to go and to whom to speak if bullying occurs.

All people working in the school should be alerted to the possibility of bullying taking place. Bullying of any kind will not be tolerated at St Joseph's School.

What is cyber bullying?

- Cyber bullying includes sending or posting harmful or upsetting text, images or other messages, using the internet, mobile phones or other communication technology.
- It can take many forms, but can go even further than face to face bullying by invading home and personal space and can target one or more people.
- It can take place across age groups and target pupils, staff and others.
- It can include threats and intimidation, harassment, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images.
- It can include messages intended as jokes, but which have a harmful or upsetting effect.

Cyber bullying may be carried out in many ways, including:

- Threatening, intimidating or upsetting text messages;
- Threatening or embarrassing pictures and video clips via mobile phone cameras;
- Silent or abusive phone calls or using the victim's phone to harass others, to make them think the victim is responsible;
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name;
- Menacing or upsetting responses to someone in a chat-room;
- Unpleasant messages sent during instant messaging;
- Unpleasant or defamatory information posted to blogs, personal websites and social networking sites (e.g. Facebook)

In some cases this type of bullying can be a criminal offence.

PREVENTION

Emphasis should always be placed on the ethos of the school where each pupil is a valued member of our school community and therefore should have a right to be able to work and play in a happy and caring environment, free from intimidation.

All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved by using a full range of strategies, which include whole class discussion, group discussions, and talking to individuals. The theme of bullying is integrated into circle time, and the curriculum whenever appropriate or seen as necessary. Class rules are to be established at the beginning of the school year that promote positive behaviour and agree class expectations. These rules need to be regularly referred to and may need adjustment as the year proceeds. It is the responsibility of all within the school to maintain the ethos and discipline. Pupils need good models from adults from which they may develop their own self-discipline.

We are committed to:

- focusing on what is going well
- praising the type of behaviour that we want to see in St Joseph's school
- drawing attention to good behaviour
- giving clear and regular reminders of what is expected
- 'teaching' good behaviour/manners through our own conduct
- setting an example ourselves whether in dress, manner, courtesy or care

STRATEGIES FOR DEALING WITH BULLYING

All staff need to watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. The staff understand that these examples of behaviour may be symptomatic of other problems, they may be early signs of bullying.

- If bullying occurs pupils should be encouraged to report incidents of bullying to a trusted adult;
- Staff will deal with the incident at the time as appropriate and make notes of what is said by all the children involved;
- Pupils involved will be interviewed separately by the teachers to whom the incidents have been reported and every incident of bullying will be to the Headteacher who will record this on the CPOMS system;
- The Headteacher will take action as necessary in line with the school's anti-bullying and behaviour policies and this will include speaking with the parents of both the victim/s and the perpetrator/s of the bullying;

Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's mission and the school rules. Discussions with groups of pupils or individuals will take place so that the acceptable forms of behaviour can be agreed upon.

Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school and their victims. If bullying persists, the bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken. It may be necessary

to monitor these pupils' behaviour for a period of time so as to enable the school and home to work together to overcome problems.

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

Support for the person being bullied

As with any form of bullying, support for the individual will depend on the circumstances.

Examples include:

- Emotional support and reassurance that it was right to report the incident;
- Advice not to retaliate or reply, but to keep the evidence and show or give it to their parent or a member of staff;
- Advice on other aspects of the code to prevent re-occurrence;
- Advice on how the perpetrator might be blocked from the individual's social media sites/messaging apps;
- Actions, where possible, to have offending material removed;
- Discuss contacting the police in cases of suspected illegal content.

Headteacher: Clare Smith
Chair: Angela Briggs

Date reviewed: November 2020

To be reviewed: November 2022