

St Joseph's Catholic Primary School



Our Mission Statement

We grow together in God's Love as we Pray, Learn and Play

"Dyn ni'n tyfu gyda'n gilydd mewn cariad Duw wrth i ni weddio, dysgu a chwarae"

RESPECTFUL RELATIONSHIPS POLICY

Article 3: Everyone who works with children should always do what's best for each child

Article 6: You have a right to life and grow up to be healthy

Article 12: You have the right to say what you think should happen and be listened to

This Policy was approved by the Governing Body on	July 2024	The first policy was drawn up and ratified by the Governing Body	Signed: 
This policy is due to be reviewed by the Governing Body	November 2025	This Policy was reviewed by the Governing Body and ratified	Signed:
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Definition:

Bullying is a willful, conscious desire to hurt another or put her/him under stress.

(Tattum and Lane 1989)

What is Bullying?

There are many definitions of bullying. Most have 3 things in common:

- (1) It consists of deliberately hurtful behaviour.
- (2) It occurs repeatedly over a period of time:
- (3) It is difficult for those being bullied to defend themselves.

Bullying can occur in 3 main ways:

- 1) Physical – where the person being bullied is hit, kicked or when belongings are taken or damaged.
- 2) Verbal- bullying which consists of name calling or insulting racist or sexist remarks.
- 3) Indirect- when malicious rumours or stories are spread or the person is excluded from the social group.
- 4) Bullying by text/mobile phone/computer- adults must encourage learners to save messages and may have to seek advice and involvement from Police.
- 5) Bullying of a racist nature will be dealt with in the context of our Equalities policy.

The Equalities Act records nine areas that identify potential bullying contexts. These are:

- Age
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Marriage/ Civil partnership
- Pregnancy/maternity
- Religion/belief
- Sexual orientation

Rationale

This policy statement of St Joseph's Catholic Primary School is presented as the drawing up of guidelines, thus providing a framework for 'change in attitudes' towards bullying. Bullying is wrong and damages individual children.

This policy aims to produce a consistent school response to any bullying incidents that may occur. The children and staff at St Joseph's should experience a safe, secure environment, one in which they can learn without anxiety, where gospel values of love, peace, freedom, justice and reconciliation are evident.

The purpose of our policy is to:

- To enable pupils to clearly understand what constitutes bullying.
- To enable pupils to understand that bullying, either of the gesture, verbal, taunting, physical, exclusion or extortion forms will not be tolerated by the Headteacher, staff and school governors.
- To enable structured support and help to be given both to victim and bully.
- To enable parents to feel confident that bullying will be firmly dealt with by the school.
- To raise the consciousness of staff to the presence of bullying.
- To work with outside agencies within the community such as Educational Psychologists, Educational welfare officers, Pupil Support Services and High Schools in sharing expertise.

Aims

Bullying is unacceptable - through this policy we aim:

To create an ethos that does not tolerate the oppression of one person by another.

To make those connected with the school aware of our opposition to bullying.

To make all those connected with the school aware of our opposition to bullying and make clear each persons' responsibilities about the eradication of bullying in our school.

Who are the victims?

Any child can be bullied but there are certain factors which can make a child more prone to being a victim of bullying.

- A lack of friends.
- Being shy.
- Coming from an over protective family environment.
- Coming from a different racial or ethnic group.
- Being different in some obvious respect from the majority.
- Having Special Educational Needs.
- Being a "provocative victim"- a child who behaves inappropriately with others, barging in on games or being a nuisance.

Staff should be aware that:

- Research suggests that up to three quarters of bullying incidents take place in the playground, however it can also occur in the classroom or on the way either to school or on the way home.
- By its nature most bullying will take place "out of sight," and earshot of school staff.

At St Joseph's all staff are responsible for the creation of a positive school culture in which bullying is not tolerated. Children and staff are expected to behave in a way where the reporting of bullying is seen as a positive and valued act.

Why children may bully

According to Frank Peretti, there are three basic reasons why children bully.

1. They may have a deep and troubling need of their own and bully others because they feel they do not have a very successful life. (Home influences)
2. They may fall into the trap of thinking that it is the cool thing to do.
3. Adults don't provide children with the skills they need to be able to appreciate and tolerate the differences of others.

How can bullying be identified?

All Staff need to always be vigilant and be alert to possible signs of bullying. Some key signs maybe:

- A reluctance to come to school/ erratic attendance.
- A marked deterioration in a pupils' performance.
- A reluctance to go out to play.
- A reluctance to leave school at the usual time/ walk home with friends.
- Unlikely excuses for possessions damaged or destroyed.
- Losing dinner money.
- Pupils who present as isolated in the playground, dining room, during P.E., games etc
- Pupils who display withdrawn behaviour.

Anti- Bullying Strategies

All members of our school community have a role to play, including pupils, parents, mid-day supervisors, teachers and teaching assistants - all incidents of bullying must be reported and need to be addressed immediately.

- All Staff are responsible for the implementation of the Anti-Bullying Policy.
- All staff must help to build a school ethos and culture which values good relationships and promotes respect or individuals.
- The EPR/PHSE / circle Time programmes (Curriculum Provision,) must be planned and taught thoroughly supporting the anti-bullying policy.
- Positive behaviour strategies must be evident within classrooms with many opportunities to work in pairs and small groups. Co-operative classrooms which value collaboration and good relationships - ground rules for good relationships are essential.
- Evident throughout the school must be a "positive solution focused approach" from teachers to bullies and victims which aims to resolve issues in the long term and enables both bully and victim to move on in a positive direction.
- All pupils should be encouraged to be active citizens of the school community.
- Pupils should be encouraged always to tell a teacher about bullying, not to join in bullying, to challenge bullying behaviour by showing disapproval and not to exclude someone from a group.
- Issues are debated by the School Council and the children are clearly given the message to pupils that this is their community and that all children have a responsibility towards it.
- Each year, the learners participate in Anti-bullying week activities. At the end of the week each class produces a short assembly to show the rest of the school what they have learnt during the week.

Strategies to Address Bullying

Positive Steps

Opportunities will be provided in class for groups to discuss bullying in role playing situations devised so that pupils learn to cope better with bullies. Similarly, bullies will be encouraged to look at situations which require them to see things from a victim's point of view.

We at St Joseph's Catholic Primary School recognise that victims of bullying need their self-esteem raised through activities which are designed to improve their social skills. They also need support from teachers to counter their feelings of guilt and inferiority. We offer support and advice to parents on how they may help their child.

At St Joseph's we recognise that bullies also need help to show them that they can satisfy their needs through working with others rather than in confrontational or competitive ways. Parents will be offered support and advice on how to help their child.

In response to the comment above and in line with our mission statement, the staff at St Joseph's Primary School have drawn up the following guidelines.

- All pupils will be made aware of types of behaviour which constitutes bullying as part of the school behaviour policy, through curriculum provision, classroom discussions, Assemblies and drama companies visiting the school.
- All pupils will be made aware that instances of bullying will be considered as serious breaches of the school rules.
- All pupils will receive as part of their education, appropriate instruction/information regarding the unacceptable nature of bullying.
- All pupils will be encouraged to understand that to fail to notify staff of incidents of bullying is both to condone and to encourage it.
- All staff, non-teaching/teaching, will be made aware of the school procedure for dealing with cases of bullying.
- Parents of both bully and victim shall be invited to discuss relevant incidents with the Headteacher. Information and guidance will be shared.
- 'By standing' will be recognised and addressed by staff and children.
- Parents will be sent information about the School Bullying Policy via the School Newsletter.
- The School policy will be reviewed annually by staff.

A Whole School Response to Bullying (staff) Procedures

If you witness/ are made aware of an incident of Bullying:

- Make detailed notes of any alleged incidences: teaching assistants have had school-based training with the Wellbeing co-ordinator and follow strict guidelines, following the procedures.
- Record facts in the Incident book, with a full explanation and signed by the adult dealing with the situation. Report to the class teacher.
- If needed, report the incident to a senior staff member - Mrs. Wheeler, Mr Cobb or Mrs. Tuff.
- Senior Staff will interview the child and emphasise that such actions will not be tolerated. Sanctions will be put into place.

- interruption of break, lunchtime privileges

- The class teacher will inform the parents of both the bully and the victim.
- Where possible, the bully and the victim will be brought together to discuss what has happened and the effect that the bullying has had.
- Emphasise to the bully that should this happen again more serious action will ensue, eg.
 - parents will be informed again
 - lunchtime suspensions
 - involving the LEA - behaviour support programmes
 - exclusion
- Promise the victim that the matter will be monitored.
- Encourage the victim to seek help in the future should such an incident be repeated.
- Offer the parents a copy of school policy.
- Involve outside agencies where appropriate.
- Parents will be informed that if they are not satisfied with the way that the situation has been dealt with, they can write to the Head teacher to make a formal complaint. If still dissatisfied after the Head teacher has investigated, parents can write to the Chair of Governors asking that the situation be formally reviewed.

In Conclusion, it is emphasised that all members of the School Community are expected to support and fully implement the Respectful Relationships Policy- we must all recognise our responsibility to eliminate bullying.

The Role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body will respond within to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks her to investigate the case and to report back to a representative of the governing body.

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 (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets 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.

The Headteacher must submit termly reports of bullying incidents.

The role of the teacher

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

We keep an incident book in the secretary's room where we record all incidents of bullying that occur during the school day. If any adult witnesses an act of bullying, they should record the event in the logbook.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

Parents 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 or Headteacher immediately. If they wish to make a complaint about bullying they should:

- Remain calm
- Be as specific as possible about what your child says has happened
- Make a note of the action the school intends to take
- Ask if there is anything they can do to help their child
- Stay in contact with the school

Parents will be informed of issues through:

- Leaflets
- Anti-bullying weeks
- School website
- School prospectus

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and review

This policy is monitored regularly by the headteacher, who reports to governors about the effectiveness of the policy on request.

This Respectful Relationships policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's incidents book and by discussion with the head teacher analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents, which is submitted to Cardiff County Council for analysis.

Other related policies:-

Teaching and Learning
Health and Wellbeing

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The headteacher is responsible for monitoring the policy to ensure that it is applied.

The policy applies equally to all pupils in the school community regardless of gender, ethnicity, social circumstances and prior attainment.