

St John Fisher Catholic Primary School

When You Love To Learn
You Learn To Love



Anti Bullying Policy

Revised Spring 2020

Next Review: Spring 2023

Revision led by: SG

GJ, LM, AB, DKE, LO, KB, LS, JB, LB, BT

Anti Bullying Policy

Purpose:

This policy applies to the whole school community in their relationships with pupils - pupils, teachers, senior leadership, governors, parents, and all staff who work in the day to day running of St John Fisher Catholic Primary School.

Broad aim:

To aid in fostering an atmosphere of respect, understanding, and encouragement between all who teach, work and learn in the School, so that the development and contribution of every individual can be acknowledged, and all can work together to benefit personal growth and the common good.

Definition of Bullying:

Bullying consists of repeated and persistent inappropriate behaviour whether by word, by physical action or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's right to personal dignity.

Behaviour deemed to be Inappropriate:

- Humiliation; including name-calling, reference to academic ability etc.
- Intimidation; including aggressive use of body language.
- Verbal abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Offensive joke; whether spoken or by email, text messaging etc.
- Victimisation; including very personal remarks.
- Exclusion and isolation.
- Intrusion through interfering with personal possessions.
- Repeated unreasonable assignment to duties that are obviously unfavourable.
- Repeated unreasonable deadlines or tasks.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.

St John Fisher Catholic Primary School's Statement on Bullying:

Every person in the School is entitled to respect and to be free of any type of bullying.

The School will work proactively, as far as it can, to ensure that bullying does not take place.

1. A record will be kept of all reported incidents of bullying.
2. The matter will be dealt with seriously and efficiently.
3. Appropriate action will be taken to ensure that it does not continue.

It is school policy to provide education on bullying in the following manner:

A Buddy system is in place, where Year 6 pupils are trained on how to spot children who may require help/support in the playground.

Positive reinforcement of behaviour for the better good of the community is encouraged through our behaviour system 'Traffic Lights' which is rewarded weekly in Golden Time, highlighting and celebrating those children who have shown exemplary, caring behaviour towards others in and out of the classroom.

The school has an excellent pastoral care system in place, and reports of all incidents (wherever they may have been reported) will be filtered through the class teacher and Head Teacher, who are the primary people for pastoral care of the student in her/his class.

Pastoral Care Team:

Chain of support: Pupil/ Buddy Bunch/ Class Teacher/ Senior Leaders/ Assistant Head/ Head Teacher/Governors.

Procedures for Noting and Reporting Incidents of Bullying:

Pupils should discuss any incident of bullying with a teacher or another trusted adult within the school.

Parents/Carers should contact the Class Teacher regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children.

Incidents of bullying behaviour, no matter how trivial, which are drawn to the attention of a teacher, will be dealt with in the following manner:

Appropriate personnel will interview all of the students involved in a bullying incident. All pupils involved will be spoken to and encouraged to solve the problem.

Everyone will be invited to write down any relevant details and an "Incident Report" will be completed. Written statements from all involved in the incident will be attached to the Report Form.

All interviews will be conducted with sensitivity and with due regard to the rights of all pupils involved.

Records will be kept of all incidents and of the procedures that were followed.

Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the Code of Conduct and trying to get him/her to see the situation from the victim's point of view. If deemed appropriate, parents may be contacted. The incident will no longer be considered if there is no recurrence within that academic term.

If the behaviour persists, the Deputy Head/ Head Teacher and the parents/guardians of all pupils involved will be informed. Thus, they will be given the opportunity of discussing the matter and are in a position to help and support their children.

Appropriate sanctions will be imposed. The incident will no longer be considered if there is no recurrence within that academic year.

If there is a serious incident, perhaps repeated verbal assault or coercion, the matter should be reported to the Head Teacher, parents will be involved and appropriate sanctions applied.

Where the incident is deemed to be more serious (e.g. gross misbehaviour or physical assault), the Head Teacher should be informed immediately and he/she will inform the Governors, if necessary.

Sanctions may include:

- A contract of good behaviour
- Withdrawal of privileges
- Time with Thinking Ambassadors
- Other sanctions as may be deemed appropriate
- Exclusion (Temporary)
- Exclusion (Permanent)

In the case of a complaint regarding a staff member, this should be referred immediately to the Head.

Where cases, relating to either student or teacher, remain unresolved at school level, the matter should be referred to the Governors.

In order to appeal a decision, a parent/carer may request a review by writing to the Head Teacher.

Roles and Responsibilities:

Everyone with a role in the school is responsible for ensuring that the policy is implemented.

Success Criteria:

Well-being and happiness of the whole school community in the light of incidents of bullying behaviour encountered.

Review and evaluation:

Full review every three years; annual evaluation through parent/pupil/staff surveys drawn up by the Head Teacher to ascertain the level and type of bullying behaviour in the school.