

ANTI - BULLYING and ANTI-RACISM POLICY
February 2020

Aims of the policy

The aims and objectives of St Joseph's Catholic Primary School in formulating this policy are as follows:

- To reduce and eradicate wherever possible instances in which children and adults are subjected to bullying or racism in any form.
- To establish appropriate means of providing support if such an incident occurs.
- To mirror the Catholic ethos of the school.
- To show that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

The ultimate aim is to provide a learning environment free of any threat of fear, thus being conducive to the attainment of individual aspirations.

The Mission Statement

St Joseph's Catholic Primary School recognises that gospel values and the teaching of the church is central to the life of the school. Together with parents, who are the first educators, and parish we aim to create an environment where children can develop physically, intellectually, emotionally, socially and morally. Together we hope to lead our children towards understanding, tolerance, justice and sensitivity to the need of others.

In order to achieve this:

We aim:

- ❖ To make prayer, worship and liturgy real educational experiences, and in co-operation with parents and parish to contribute to the development of faith of each individual in the school community.
- ❖ To develop the school as a caring, sharing Catholic community.
- ❖ Through a well-balanced and well planned curriculum the school will provide the children with a sound basis on which they can build, in order to develop opportunities responsibilities, and experiences for an adult life.
- ❖ To develop an awareness of other faiths and nurture a sense of justice and tolerance of these faiths in terms of equal opportunities for all.
- ❖ To ensure the best opportunities for children's learning and progress by ensuring that planning and assessment of work is well structured and reviewed.

Definition

Bullying/racism is defined as repetitive "behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual". An incident of bullying/racism includes any form of harassment which contravenes the equal opportunities policy. Hurtful remarks can be made innocently but can still be hurtful to the recipient and so should be taken seriously.

Setting Standards

The values and beliefs underlying this Policy are to be considered in the context of the following statements:-

- All bullying/racism incidents are unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on children and adults who may be subjected to bullying/racism.
- Victims of bullying/racism will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.

- The school is committed to combating all bullying/racist behaviour.

Persons covered by this Policy

All children and adults whether permanently or temporarily on school premises will be expected to adhere to this policy.

Action to prevent bullying

- ❖ Circle time is can be used to develop positive relationships between children and adults so that all feel valued as members of our school community.
- ❖ By the adherence to the PSHE and Discipline and Rewards Policies.
- ❖ By making all staff and children aware of the social and moral responsibility they have to each other by making it clear to all that harassment in any form is unacceptable.

Action to combat bullying

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- ❖ Sanctions against children who show signs of bullying behaviour as outlined in the Discipline and Rewards Policy.
- ❖ Allocation of specific roles and responsibilities, both at staff and child level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered. For example Year 5 and 6 children are encouraged to become Play Ground Pals or Senior Students which promotes a caring and responsible attitude towards younger children.
- ❖ Communication of the policy and periodic update in order that staff and children are continuously aware of the policy and also of their individual responsibilities.
- ❖ Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.

Parents have a vital role by:

- ❖ Ensuring children the importance of sociable behaviour.
- ❖ Reporting any misgivings they have concerning either victims or perpetrators of bullying/racism to a member of the teaching staff.
- ❖ Actively endorsing and supporting the Anti-Bullying Policy.
- ❖ Acting as a positive role model for children.
- ❖ Encouraging a Christian response within their children, i.e. Not to hit back.

Dealing with incidents of bullying/racism

Any incident of bullying/racism will be recorded on CPOMS and reported to the Headteacher.

All allegations of bullying/racism will be taken seriously. In accordance with DfE guidelines *all* racist incidents will be recorded and parents and governors will be made aware of the incident and the action taken to deal with it.

All adults and children need to know that reported incidents are taken seriously and dealt with. Incidents can be reported to any adult on the school staff. The adult concerned should make a dated report of the allegation in the Bullying/Racism Incident Record and the class teacher should be made aware of it.

These records must be kept in case they are needed in the future.

There will be a graded series of responses to such reports.

First enquiry

- ❖ Ascertain whether this behaviour is unusual or not and if it is out of character if there are any underlying circumstances.
- ❖ Ask the "bully" if they are aware of the distress that has been caused.
- ❖ To ask the "bully" whether they intended to cause distress.
- ❖ To ask the "bully" to reflect on how they expect to be treated and how they would feel if they were the victim.

This will help create an atmosphere in which the "bully" can admit that they have caused offence. At this stage many people prefer to use a no-blame approach as it focuses on how the bullied child can be helped to feel safe. Staff should also be aware that there may be reasons why children bully and every effort should be made to ascertain this, if the perpetrator continues to deny responsibility.

If there are further incidents.

- ❖ Don't accept excuses.
- ❖ A game is only a game if everyone enjoys it.
- ❖ If it was an accident did they report it?
- ❖ If it was for a laugh – who was laughing?

A letter should be sent to the parents of the children involved outlining what action has been taken and what will happen if further incidents occur.

If further incidents occur

- ❖ Set clear limits; re-state what the school's expectations are.
- ❖ Explain clearly what sanctions/actions will follow further incidents.
- ❖ Show the child the record of the incident and ask them to sign it as this stresses the seriousness of it. Define the behaviour clearly (using legal terms such as slander, criminal damage if appropriate).
- ❖ A second letter will be sent to the parents of all the children involved, outlining what action has been taken and what will happen if further incidents occur.

If it is felt appropriate regular meetings can be set up between the Assistant / Deputy Headteacher and the children involved.

Sanctions if further incidents occur

- ❖ Interview with parent.
- ❖ Contractual agreement
- ❖ Temporary exclusion or lunch time exclusion.
- ❖ Permanent exclusion.

If the child is a victim of bullying;

1. The child will inform the class teacher or another trusted adult first.
2. The class teacher will inform the child's parents at the earliest opportunity.
3. If the bullying continues, the behaviour lead is informed.
4. If the bullying continues, the Head teacher is made aware.
5. If the bullying continues, the Governors will be made aware.

Evaluation Procedures

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance.

- ❖ Variations in the number of reported incidents over a given period.
- ❖ Individual incident returns.

- ❖ Variation in the number of child days lost which are suspected to arise as a consequence of bullying.
- ❖ Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour.

Policy Ownership and Responsibilities

The policy will be updated and reviewed annually.

Ultimate responsibility for its introduction and implementation will rest with the Governors and Headteacher. However it is important that all staff, children and parents have an active part to play in the maintenance and development of this policy.