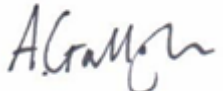


# St John Fisher Catholic Voluntary Academy

St Thomas Aquinas Catholic Multi-Academy Trust



## Anti bullying Policy

Policy Date: 18/11/2023			
Policy Review Date:	18/11/2025	Anthony Gallagher	
Ratified by Governing Body:			

St John Fisher Catholic Voluntary Academy seeks to represent the Gospel teachings of Jesus Christ and the teaching of the Catholic Church as we strive to develop the talents of every member of our community.

### **Academy Objectives**

To prevent, de-escalate and/or stop any continuation of harmful behaviour.

To react to bullying incidents in a reasonable, proportionate, and consistent way.

To safeguard the student who has experienced bullying and to trigger sources of support.

To apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

### **Policy Aims**

All students, parents/carers, staff and governors should have an understanding of what bullying is.

Staff and governors should follow the school policy when bullying is reported or suspected.

All students and parents/carers should know what bullying is and inform a member of staff if bullying arises.

The Academy will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying

### **Core principles**

Within our school and wider community, all pupils and adults are encouraged to demonstrate courtesy, manners and respect for everyone. This framework of positive behaviour is based on the following principles:

Respect for God

Respect for others

Respect for other people's property and belongings

Respect for oneself

### **Equality and Diversity Statement**

As a matter of course, St John Fisher Catholic Voluntary Academy staff are reminded about the compliance and importance of the Equality Act and ensure that all work undertaken complies and promotes equality of access and participation for all.

Our school takes a proactive and transparent approach to eliminate discrimination, advancing equality of opportunity and fostering good relations.

We are all mutually responsible for the well-being of each other and ultimately it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Bullying can cause a great deal of unhappiness; the only efficient way to deal with bullying is to bring it out in the open.

## WHAT IS BULLYING?

Bullying is the persistent use of any kind of behaviour with the intention of hurting another person, and which results in pain and distress to the victim.

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
  - Repeated often over a period of time
  - Difficult for victims to defend themselves
- (The Children's Act 2004)

1. Bullying hurts
2. Bullying frightens
3. Bullying threatens
4. Bullying is not a one off

### **STOP: Several Times On Purpose**

All Staff, governors, pupils and parents should have an understanding of bullying and clear procedures for reporting bullying should be understood and followed. Incidents of bullying will always be dealt with.

### **Procedures**

- 1 In the first instance speak to the class teacher.
- 2 Speak to the Headteacher or Assistant Headteacher if the bullying continues.
- 3 It is advised that parents/carers speak with school staff and do not approach any other child/adult who they believe to have been involved.
- 4 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.

The school will be proactive in respect of unacceptable conduct which occurs outside the school that is connected to the school, including issues that occur on the way to and from school and outside school hours. Issues involving texting, emailing and social networking sites will also be dealt with in the same way.

## TYPES OF BULLYING

### **Physical**

Pushing, kicking, hitting, punching or any use of violence.

### **Verbal**

Threatening, name-calling, sarcasm, spreading rumours, teasing.

### **Emotional**

Ignoring or excluding from groups, tormenting (i.e. hiding books, Threatening gestures), being unfriendly.

### **Cyberbullying**

Mobile, Internet and Wireless technologies used to taunt or abuse others.

**Racial, Religious, Cultural**

Any taunts, graffiti, gestures, name-calling etc. that are related to a person's race, religion or culture

**Sexist**

Sexist remarks, offensive stereotyping or belittling of a person's sex.

**Sexual**

Unwanted physical contact or abusive comments.

**Disability**

Physical, verbal, emotional abuse of a person because of their disability.

**Homophobic**

Offensive remarks made to and about individuals' sexual orientation.

**Biphobic/ Transphobic**

Language or behaviour that make a person feel unwelcome because of their gender identity, whether actual or perceived or because of their association with people who do not conform to gender norms.

**Appearance**

Offensive remarks made to and about an individuals' appearance. This could relate to a health condition.

**Home**

Offensive remarks related to a person's individual Circumstances home circumstances.

**HOW DO YOU KNOW IF YOUR CHILD IS BEING BULLIED?**

The person might seem quiet, scared, tearful or upset. The target of bullying might start missing school or might not want to join in with games and activities. Their schoolwork might suffer and bags, sports kit or other possessions might go missing and items may get broken.

**HOW DO YOU KNOW IF AN ADULT/MEMBER OF STAFF IS BEING BULLIED?**

The person may have a sudden change of behaviour. The target of bullying may be absent from work more frequently. Their work may suffer; they may seem withdrawn and unhappy.

**HOW DO BULLIES BEHAVE?**

People who bully like to have power over people and are often loud and bossy. Sometimes they work alone and sometimes in groups. People showing bullying behaviour try to scare people. Often they are very cowardly and try to persuade others to join in with them. People who bully, often spread horrid rumours about people.

**WHAT TO DO IF YOU ARE BEING BULLIED (Pupils)**

DON'T SUFFER IN SILENCE.

YOUR SILENCE IS THE BULLY'S GREATEST PROTECTION

- Tell someone you can trust – Parent, grandparent, school buddy, teacher,
- teaching assistant, dinner lady, friend, brother, sister.
  
- Try not to show the person who is bullying you that you are upset.
  
- Stay in a group and avoid areas where bullying can take place.
  
- Be assertive without being aggressive. (Practise this).

If you are worried about telling someone that you feel you are being bullied, or any other concern you have use your classroom system (e.g. worry box) to let your teacher know, or tell your class representative on the School Council.

#### **WHAT TO DO IF YOU ARE BEING BULLIED (Staff/Adult)**

- Tell someone you can trust – family member, colleague, line manager,
- Headteacher, governor.
- Try not to appear upset.
- Avoid situations where the bullying can take place; always take a witness.
- Be assertive without being aggressive.

#### **WHAT TO DO IF YOU THINK SOMEONE IS BEING BULLIED OR IF YOU SEE BULLYING TAKING PLACE**

- Tell an adult – parent/member of staff, remember: SILENCE PROTECTS PEOPLE WHO BULLY. You are not telling tales. In the case of a member of staff/adult being bullied, inform Headteacher, line manager or governor.
- If possible take action. Show your disapproval. Take responsibility – be a good friend/colleague.
- Don't stand by – this will be interpreted as support for the person who is bullying.

#### **WHAT PARENTS CAN DO IF YOU THINK YOUR CHILD IS BEING BULLIED**

##### **Watch for the signs.**

A child may indicate by signs or behaviour that he or she is being bullied. If you are concerned and become aware of any of the following, you may wish to ask your child and/or the school if someone is threatening or bullying your child.

- Be frightened of walking to or from school
- Be unwilling to go to school
- Feigning an illness
- Unwilling to go into school/classroom (clings to you)
- Begin doing poorly in their school work
- Come home regularly with clothes or possessions destroyed/broken
- Become withdrawn, start stammering
- Become distressed, stop eating
- Cry themselves to sleep
- Have nightmares and even call out 'leave me alone'
- Have unexplained bruises and/or scratches
- Have their possessions go 'missing'

Ask for money or begin stealing money (to pay the bully)

Refuse to say what's wrong

Give improbable excuses to explain any of the above

- Encourage open dialogue with your child about school, share mealtimes whenever possible.
- Share your concern with the school; immediately, talk to the Class Teacher and if still concerned the Headteacher. Bullying is not a necessary part of growing up. Don't encourage your child to hit back, as he or she may lay themselves open to counter accusations if they do.
- Boost your child's morale. Help him or her to realise that it is not he or she but the person who is bullying who should feel ashamed.
- Inform the class teacher of any circumstances at home that may affect your child's behaviour.

### **IF YOUR CHILD IS THE BULLY**

It can be difficult for any parent to accept or acknowledge that their child may be bullying other children.

- Remain calm. Talk things over and try to discover why they are bullying others.
- The child who is bullying, like the target, needs help and support.
- Share your concern with the school and ASK FOR HELP.
- Help your child to accept responsibility for his/her actions.
- Be aware of the signs of repeat behaviour in the future.

### **WHAT THE SCHOOL IS DOING**

- Each class is represented by members on the School Council. Class issues are brought to the Council meeting which is held fortnightly.
- Every September, classes will write their own class rules and display them in the classroom.
- Class teachers will make children aware of the above on a regular basis as part of their Literacy work, drama, circle time, and through RSE e.g. personal relationships in all classes.
- Class teachers will address the importance of friendship in PSHE particularly with regard to the development of the emotional and social competence of pupils. The process will include how to make friends and how to cope with friendship breakdowns and reinforce the importance of class identity.
- The school has a designated governor (Mrs Smith Lester), who works alongside the headteacher to take a lead role in tackling any issues surrounding bullying.
- All staff, including lunchtime supervisors attend Child Safeguarding training each year.

- All staff including lunchtime supervisors have access to the school's Anti Bullying Policy.
- Any staff member attending staff training will provide feedback to relevant staff members.
- The school keep a record of instances of unacceptable behaviour. This helps to identify if there is a pattern to the incidents.
- Any incidents of unacceptable behaviour are dealt with as soon as possible.

## **ROLE OF PLAYGROUND ACTIVITIES AND LUNCHTIME SUPERVISORS**

Whenever possible, unless the weather is very unsuitable, a variety of playground equipment is available for children to keep them active and valuably occupied to prevent opportunities for bullying occurring. Lunchtime Supervisors are encouraged to be vigilant and to react sensibly to any possible bullying situations and issues. Lunchtime Supervisors are advised to inform the class teacher, in the first place, to deal with the issue. If necessary the Headteacher is informed if it is felt the issue is more serious or has been continuing, despite action being taken.

## **WHAT THE STAFF ARE DOING AT SCHOOL**

- By word and example showing that everyone is equally important.
- The school has established a School Council with representatives from each class. Problems, issues and concerns of the pupils are discussed openly and, wherever possible, solutions are found.
- All complaints are investigated and if found necessary parents of both parties are contacted immediately by telephone or in person. Sometimes it may be necessary to arrange a meeting with both sets of parents to discuss the issues.
- Children are taught strategies of how to deal with bullying through their work in the PSHE lessons and Religious Education lessons
- Bullying is an open subject, it is discussed at assemblies and in class and children are encouraged to discuss any problems.
- Children are encouraged to accept responsibility for their actions.
- Children are told that hurting people, whether physically or emotionally, is wrong.
- Each child is encouraged to recognise his/her own self-worth through play, writing and discussion (e.g. circle time).
- Emphasis is placed on caring and kindness to counteract bullying behaviour.
- Language such as 'Why have you chosen to ...?' is used to encourage the

child/children to think through their actions.

- Every effort is being made to develop a positive attitude in all the children whereby tolerance of others and respect for individual differences are seen as being of paramount importance in relationships with others.
- Each class will also have a 'Worries ' box. Children will be encouraged to write down their problems and they will be discussed during circle time or privately with the child.
- Openness and honesty about fears and feelings is encouraged so that opportunities arise for identifying bullying e.g. writing stories, games, discussions and role play

### **Prevention**

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular tutor periods and PSHE assemblies/curriculum where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week in November of each year
- Whole school assemblies.
- Student surveys.
- Poster campaigns.
- Improved supervision in potential problem areas.
  
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school

**PLEASE REMEMBER WE ARE A LISTENING SCHOOL, COME AND TELL US IF THERE IS A PROBLEM**

### **THE SCHOOL POLICY:**

The school will:

- Take all bullying problems seriously.
- Investigate all incidents thoroughly.
- Inform parents of both parties if the incident is found to be one of bullying.



- Provide support for both parties.

### **WHAT WILL THE SCHOOL DO FOR THE VICTIM?**

The school will:

- Reassure the target that the bullying behaviour will stop and that telling will not rebound on them.
- Support the target by listening and by encouraging them to talk about their experience.
- Tell the target how the person who was bullying them is feeling.
- Ask the target to accept the apology from the person who was bullying them.
- Tell the target who to turn to should any further problems arise. This person can be agreed with each individual.

### **CHILDREN ARE TAUGHT THAT THEY MUST ASK FOR HELP IF THEY NEED IT WHAT WILL THE SCHOOL DO FOR THE PERSON WHO IS BULLYING?**

The school will:

- Talk to the person/ people who are bullying and get the bullying stopped.
  - Try to find out why the bullying is happening.
  - Try to solve the problem between those who are bullying and the target.
  - Tell those who are bullying how the target is feeling.
  - Help the person/people who are showing bullying behaviour to accept responsibility for his/her actions.
  - Help the person who is bullying to change his/her behaviour by keeping in contact with them.
  - Do everything it can to help a person who is bullying who admits he/she has a problem.
  - If appropriate, Bring the target and the person who is bullying them together, with an adult present, for the person who is bullying to apologise to their target.
  - Monitor future actions of those involved to ensure bullying does not continue.
- In the event that serious bullying persists, assertive discipline procedures will be followed. (See Behaviour Policy). If the bullying is in breach of the law then the Police will be informed.

#### **The following disciplinary steps may be taken:**

- Behaviour sanction e.g. withdrawal of Golden Time
- Exclusion from certain areas of the school premises or certain activities
- Detentions
- Isolation
- Referral to senior staff and/or external agencies
- External fixed term or permanent exclusion.

### **RECORDING INCIDENTS**

The Headteacher has ultimate responsibility for monitoring any bullying incidents and ensuring they are dealt with appropriately and efficiently. Incidents of bullying are recorded on CPOMS.

The record of bullying incidents will be assessed and analysed on a termly basis (by the Headteacher) and the Policy reviewed, in light of this. Specific questions in pupil, parents/carers and staff surveys will be used to pinpoint any issues.

**MONITORING**

This behaviour policy will be reviewed by the Head Teacher and Governing body every two years. At each review, the policy will be approved by the Head Teacher.

**OTHER RELEVANT POLICIES:**

Behaviour policy

E-safety policy