St. Joseph's

PARK HILL SCHOOL

Anti-Bullying Policy

This Policy also applies to the
Early Years Foundation Stage
and
Before and After School Provision

Mission Statement

**We prepare our children for the
challenges of the future in a nurturing and stimulating environment
built on Catholic foundations.**

Reviewed October 2021

PURPOSE

AT ST JOSEPH'S PARK HILL WE BELIEVE THAT ALL FORMS OF BULLYING ARE UNACCEPTABLE AND WE OPERATE A 'ZERO TOLERANCE' APPROACH TO ALL FORMS OF PEER-ON-PEER ABUSE.

At St Joseph's Park Hill, we are very aware of the consequences of bullying and through this Policy and practice we strive to address the negative effect that such experiences may have on both pupils and staff within the school.

We acknowledge that children can behave in ways that can be harmful to other children. This can be described as Peer-on-Peer Abuse and is a safeguarding issue. Please refer to the Safeguarding and Child Protection Policy.

In accordance with our Mission Statement, Values and Aims we pledge to keep pupils and staff safe from bullying in any of its forms.

This Policy should be read in conjunction with additional policies, including:
Behaviour Management Policy
Safeguarding and Child Protection Policy
Health, Welfare and Safety Policy
PSHE Policy
RE Policy
Relationships Education Policy
Pastoral Care Policy

AIMS

- To raise awareness of bullying
- To bring about conditions in which bullying is less likely to happen in the future
- To ensure a whole school zero tolerance approach to bullying
- To reduce and if possible eradicate instances of all types of bullying
- To set out clear procedures for reporting and recording instances of bullying
- To set out clear procedures for dealing with instances of bullying

Equal Opportunities

At St Joseph's we ensure that no child is excluded from this policy irrespective of age, race, religion, gender, language, sexual orientation, disability or family background.

WHAT IS BULLYING?

Bullying is behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally.

Bullying is unwanted, intentional, aggressive behaviour among school-aged children that involves a real or perceived power imbalance. Both young people who are bullied and who bully others may have serious, lasting problems.

Bullying behaviours include:
- o An Imbalance of Power: Young people who bully use their power— such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- o Repetition: Bullying behaviours usually happen more than once or have the potential to happen more than once. However bullying can take the form of a single incident. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally or for a particular reason e.g. size, hair colour, gender, sexual orientation, and excluding someone from a group on purpose.

Bullying is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability. Bullying on the basis of protected characteristics is taken particularly seriously and detailed records will be kept if incidences of this nature occur.

Bullying might be motivated by differences between children, or perceived differences. Some pupils are more likely to be bullied than others, particularly children with SEND, or vulnerable children in care or adopted or who are carers themselves.

Bullying may occur directly or through cyber-technology (social media or gaming, mobile phones - text messages including the use of video or images, photographs and email).

Bullying can occur in or outside school.

Bullying, both physical and emotional, can make pupils very unhappy, can hinder their academic progress and can cause long term psychological harm.

Bullying can result in the intimidation of a person/s through the threat of violence or by isolating them either physically or online.

Bullying is not the same as one-off incidents which happen because of an argument or children falling out.

Bullying behaviours may take a variety of forms, including

- Emotional (hostility, isolating or excluding behaviour)
- Physical (aggression, violence and unwanted physical contact)
- Verbal and physical victimisation in relation to features or characteristics of the victim (including: age, race / ethnicity, gender, sexuality, sexual orientation, disability, SEN, religion or belief)
- Verbal (name calling, taunts and teasing)
- Cybernet or online bullying through social communication networks
- Wilful damage to someone's property or theft

Some bullying behaviours may constitute peer-on-peer abuse under the categories of CCE and CSE. Any incidents of this nature will be managed in line with the Safeguarding and Child Protection Policy.

At St Joseph's Park Hill, we instill values of tolerance and respect and actively promote the well-being of pupils.

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CYBERBULLYING

Cyberbullying is the use of technology (social networks, messaging, text messages, e-mail, etc.) to harass, threaten or intimidate someone. Online bullying can take many forms:
- Abusive or threatening texts, emails or messages
- Posting abusive comments on social media sites
- Sharing humiliating, nude or semi-nude videos or photos of someone else
- Stealing someone's online identity
- Spreading rumours online
- Trolling – sending someone menacing or upsetting messages through social networks, chat rooms or games
- Developing hate sites about another person
- Prank calls or messages
- Group bullying or exclusion online
- Anonymous messaging
- Encouraging a young person to self-harm
- Pressuring children to send sexual messages or engaging in sexual conversations

The Headteacher is the DSL and has overall responsibility for ensuring that pupils are safe from cyberbullying.
Miss Charlotte Grillo is our Online Safety Ambassador in school and DDSL, and the School Behaviour Lead.
Children are monitored at all times when using laptops and firewalls are in place.
Children are not allowed to bring mobile phones to school.
Online safety is covered within the Computing and PSHE Curriculum and students are taught how to stay safe online
Web addresses and emails are sent regularly to parents detailing websites which give advice regarding keeping children safe online and parent workshops about Online safety are offered in school.

Children are encouraged to speak to staff or use the "Worry Box" if they have worries or concerns or are anxious.

Personal data is stored in line with statutory requirements.

(Please refer to the school's Online Safety Policy)

RESPONSIBILITIES OF ADULTS IN SCHOOL

Staff will

- communicate acceptable forms of behaviour
- create and actively promote an environment of good behaviour and respect
- regularly visit our school values and expectations regarding behaviour and how we treat others
- set a good example of good behaviour and mutual respect
- give older pupils opportunities to set good examples (Prefects, Faith Ambassadors, Sports Crew, Seeds and Gardeners)
- celebrate success and reward good behaviour (Stars of the Week, Headteachers Awards etc) *refer: Behaviour Management Policy*
- raise awareness of bullying through activities, stories, drama, assemblies, PSHE lessons, RE lessons, Relationships Education lessons, circle time and reflections including discussions about differences between people and the importance of avoiding prejudice-based language
- take part in training and INSET to raise their awareness of bullying
- identify ways to reduce the risks of bullying
- listen to children and take any report of alleged bullying seriously
- strive to keep children safe, reassured and protected
- ensure that every incident of alleged bullying, both in school or outside, is reported to the Headteacher and recorded
- adopt a 'zero tolerance' approach to any forms of bullying

The Headteacher will

- promote a 'zero tolerance' approach to all forms of bullying in order to keep every pupil safe physically and emotionally
- liaise with the School Behaviour Lead, Miss Grillo, on all incidents reported and investigations undertaken.
- ensure that every incident is fully investigated and recorded
- keep a log of incidences of bullying
- implement any actions and sanctions in line with the school's Behaviour Management Policy
- inform parents if their child has been involved in a bullying situation
- keep parents informed of the actions being taken to resolve the situation
- implement the schools Anti-bullying Policy consistently throughout the school
- scrutinise records in order to analyse trends
- report to Governors any incidences and the effectiveness of the Policy
- ensure staff are trained appropriately in recognising and dealing with bullying issues

- o involve staff and governors in the annual review of this policy
- o ensure that this Policy is shared with staff following updates
- o treat the bullying incident as a child protection concern if there is reasonable cause to believe that a child is suffering or likely to suffer significant harm
- o where there are child protection concerns, report the incident / issue to external agencies (such as police / children's social care)

RESPONSIBILITIES OF PUPILS
The school expects that all pupils
- o are aware of the definitions of bullying
- o will not put up with any form of bullying in school or outside
- o will not be afraid to report bullying and know how to do this
- o will help to stop others who are bullying
- o will not put up with bullying within their friendship group

GUIDANCE FOR PUPILS
If pupils experience or witness bullying, including cyber-bullying and bullying outside school, they should inform a member of staff. All staff will listen to the child and report the incident to the Head. Miss Grillo is the named teacher for Pastoral Care and our pupils know that they can talk to her at any time. Pupils also have open access to a Worry Box where they can leave notes about concerns and this box is monitored daily by Miss Grillo or in her absence, by the Headteacher.

ROLE OF PARENTS
The school expects that parents will
- o fully support the school in all actions taken to deal with incidents of bullying
- o accept responsibility for incidents that start and develop outside school
- o speak to their children about bullying and its effects

GUIDANCE FOR PARENTS
Parents should read the Policy and be aware of the definitions of bullying.
If parents witness bullying including cyber-bullying and bullying outside school or if their child or other pupil reports an incident or incidences of bullying to them, they should immediately inform the Head or another member of staff. School will communicate to parents about when 'Bullying' is covered in the PSHE curriculum and when there is a whole school focus such as: Anti-Bullying Week, Anti- Bullying assembly, Odd Sock Day etc.
There is much guidance available for parents including from the DfE, the Anti-bullying Alliance, and the NSPCC. Parents can contact school to seek advice from Miss Grillo should they need it.

PROCEDURE
All concerns regarding actual or suspected bullying should be reported to staff as soon as possible after they have occurred.

Where a member of staff receives a report of alleged bullying, he/she will:

- Take action to terminate the incident and satisfy themselves of the welfare of the victim
- Compile a written report of the incident
- Pass the report to the Head teacher as soon as possible after the incident

The Headteacher will log the incident, liaise with the School Behaviour Lead Miss Grillo, and decide on the appropriate action.

Where a pupil is found to have been guilty of bullying behaviour:
- Appropriate action will be taken and sanctions put in place
- The Headteacher will inform parents (of both victim and aggressor) of the incident and the action taken
- Where necessary the Headteacher may request parents of the aggressor to attend a meeting to discuss any underlying behaviours or attitudes

The Headteacher shall consider and where appropriate devise a strategy which achieves or involves the following outcomes:
- The provision of an apology from the aggressor(s)
- Reconciliation of pupils
- Monitoring and preventative measures, including extra teaching for the aggressor
- Provide ongoing support and counselling to victim/aggressor as deemed necessary

Where peer-on-peer abuse is alleged, a risk assessment will be undertaken to reduce the risk of repeated incidents. Consideration will be given to supporting both the victim and alleged perpetrator. The alleged perpetrator is likely to have considerable unmet needs as well as posing a significant risk of harm to other children. They may therefore be suffering, or be at risk of suffering, significant harm and need protection. Any long-term plan to reduce the risk posed by the alleged perpetrator must address both the alleged perpetrator's and victim's needs.

The Headteacher shall consider suspension and exclusion from the School if
- the conduct is serious
- the conduct is repeated
- the aggressor has failed to respond adequately to prior outcomes
- a child has committed a premeditated act of physical assault upon another child

If the Headteacher feels that there is reasonable cause to believe that a child is suffering or likely to suffer significant harm, then the incident should be treated as a child protection concern and reported to external agencies (such as the police or children's social care)

The Headteacher will keep a written record (signed and dated) of all incidents, including:

- The nature of the bullying behaviour
- The action taken
- The sanctions imposed
- The reason for the decisions taken
- The steps identified to monitor such behaviour and avoid its repetition
- The steps taken to provide assurance and protection to the victim.

The implementation, monitoring and review of this Policy is the responsibility of the Headteacher

It is available to view on the website and is available in hard copy from the office on request.

This Policy has regard to the following DfE guidance: KSCIE 2021, Preventing and Tackling Bullying (July 2017), and Cyberbullying: Advice for headteachers and school staff (2014).

It is monitored and reviewed regularly in line with procedures.