

St Joseph's RC Middle School



Anti-Bullying Policy

Date:	September 2018
Review Date:	September 2019
Executive Headteacher - Mrs F Conley	Mrs F Conley
Teacher responsible - Mr P Rosier	Mr P Rosier
Chair of Governors - Mr T Neeson	Mr T Neeson

MISSION STATEMENT
AND
SCHOOL AIMS

Our mission is to embrace the spirit and teachings of the Catholic faith while striving for excellence in all aspects of school life.

To help achieve this we aim to:-

- create a happy, secure, well ordered and caring Catholic community that readily puts into practice the gospel values of love and forgiveness;
- provide a broad, balanced and challenging curriculum for the benefit of all our students which includes the knowledge, skills and attitudes that will help prepare them for the opportunities, responsibilities and experiences of life;
- encourage self-discipline and self esteem amongst the members of our community and at the same time foster respect and consideration for others;
- promote a sense of responsibility for the environment and encourage our members to take an active part in the life of our community;
- maintain an active home-school partnership;
- develop effective links with our local Catholic parishes and first schools, local middle and high schools; and the wider community.

The mission statement and aims have been written after consultation with staff, parents, governors and pupils. They reflect therefore, the expectations and ambitions of the whole school community.

St. Joseph's RC Middle School

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Our aim is for all of our children to achieve the five outcomes of the Every Child Matters agenda:

- be healthy
- be safe
- enjoy and achieve
- make a positive contribution
- achieve economic well being

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

- is frightened to say what's wrong
- gives improbably excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) will be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, detention or even exclusion will be considered.
3. If possible, the pupils will be reconciled in a rebuild and repair session.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE booklet (Stop Bullying) for helping children to prevent bullying. As and when appropriate, these may include:

- discussing our Code of Conduct
- SEAL programme
- reading stories about bullying or having them read to a class or assembly
- having discussions about bullying and why it matters
- a series of key stage assemblies on both bullying and cyber bullying
- workshops for children and parents relating to cyber bullying

Review of the Policy

There will be an annual review of the policy by the SLT and governors.

HELP ORGANISATIONS:

Children's Legal Centre	01206 714650
KIDSCAPE	02077 303300
Parentline Plus	0808 8002222
Youth Access	0208 7729900
Childline	0800 1111 www.childline.org.uk
Bullying Online	www.bullying.co.uk
Stop Cyber Bullying	www.stopbullying.gov
NSPCC	www.nspcc.org.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.