St. Joseph's In The Park	
Policy Title **Anti-Bullying**	**Date** **September 2017**
Owner **Head** **Vanessa Sharp**	**Date for review** **September 2019** **(Education Committee)**

This policy is for whole school including EYFS.

In particular this policy should be read in conjunction with Staff Code of Conduct and eSafety policies

1   Definition

Bullying is action taken (over a period of time) by one or more children with the deliberate intention of hurting another child. Bullying behaviour takes many forms: physical, emotional, sexual, cyber (via email, online activity such as chat rooms and forums) and by phone through SMS and MMS. At St. Joseph's In The Park we are aware of all of these forms of bullying and committed to ensuring that they do not occur.

2   Aims and objectives

The motivation for bullying could be children with SEND, colour of skin, ethnicity, religion, gender, sexuality or looked after children. This also includes issues with cyber bullying.

♦ Bullying behaviour is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is not tolerated.
♦ To produce a safe and secure environment where all can learn without anxiety.
♦ To take due care over safeguarding and anti-bullying arrangements over online behaviour, ie cyber bullying.
♦ To produce a consistent school response to any incidents of bullying behaviour that may occur.
♦ To make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
♦ Corporal punishment is not used or threatened as a sanction for bullying behaviour.
♦ It is understood that bullying can have long term, serious, physical and mental affects on the child who is bullied.

3   The role of governors

The governing body does not allow bullying behaviour to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.   The governing body supports the Head in all attempts to eliminate bullying behaviour from our school.

The governing body monitors the incidents of bullying behaviour that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head to keep accurate records of all incidents of bullying behaviour and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body will respond within ten days to any request from a parent to investigate incidents of bullying behaviour. In all cases, the governing body notifies the Head and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the Head

It is the responsibility of the Head to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying behaviour.

The Head ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head may decide to use assembly as a forum in which to discuss why this behaviour was wrong.

The Head will ensure that all staff receives sufficient training to be equipped to deal with all incidents of bullying behaviour. Staff with direct pastoral or behavioural responsibility will undertake training provided by Herts for Learning or other appropriate, accredited training bodies.

5 The role of the teacher

Teachers in our school take all forms of bullying behaviour seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and any that they are aware of in the school.

If teachers witness bullying behaviour, they do all they can to support the child who is the victim of bullying as well as the individual who carries out the bullying behaviour.

A record of any incidents of bullying is maintained securely in the bullying log, which is kept in the Head's office.(See Appendix 1). A record of all incidents of bullying behaviour that occur outside lesson time, either near the school or on the children's way home or to school is kept. If any adult witnesses bullying behaviour, they should record the event in the logbook. If a child is a victim of bullying over a period of time, then, after consultation with the Head, the teacher informs the parents of all children concerned.

If, as teachers, we become aware of any bullying behaviour taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying behaviour. We spend time talking to the child who has demonstrated bullying behaviour; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying behaviour towards other children, we inform the Head and pastoral care co-ordinator. We then invite the child's parents into the school to discuss the situation.

In more extreme cases, for example where these initial discussions have proven ineffective, it may be necessary to involve the Designated Safeguarding Lead for the school (the Head). The DSL or the Deputy DSL (Vanessa Sharp) may contact external support agencies such as **Hertfordshire Children's Services** (including out of hours) on **0300 123 4043**.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children. We aim to prevent incidents of bullying behaviour.

Our Assemblies, PSHE Curriculum and other elements of the curriculum includes opportunity for children to learn about bullying in all forms, including cyberbullying. Discussion, role-play and

drama activity are planned through the year, including visits from companies delivering drama in education and a week dedicated to Education for Social Responsibility for Year 6. Our annual eSafety day provides opportunity to reinforce message about being safe and behaving appropriately online to prevent and tackle cyber bullying. These activities also contain opportunity to explore differences between people and the importance of avoiding prejudice language and behaviour.

6.   The role of the pupil

When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. We encourage all pupils to be report incidents that they may have seen, been affected by or believe to wrong. Our younger children form strong relationships with the older pupils through play times, sharing tables at lunch and at termly or half-termly School Council meetings. These occasions offer an opportunity to talk about bullying behaviour, worries or fears.

7.   The role of the parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

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.

8.   Monitoring and review

The Head, who reports to governors about the effectiveness of the policy on request, monitors this policy on a day-to-day basis. He will do this by examining the school's behaviour records; a report of incidents will be prepared annually and presented to governors. Governors will analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

BULLYING LOG

Date and time	Where the bullying happened	Description: • What Happened? • Who Did it? • Who Saw it?	How the child was affected at the time, later effects.	Who reported it to the school and what was agreed.	Action Taken	Signed by member of reporting staff.