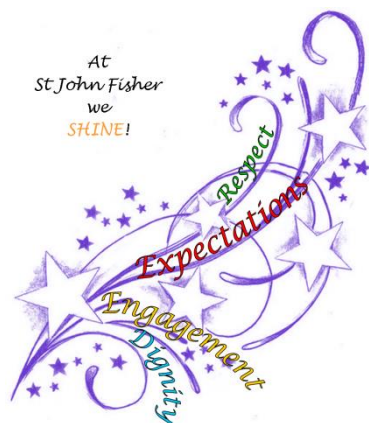


St John Fisher Catholic Primary School

Anti- Bullying and Harassment Policy



This policy was adopted by the Inclusion and Safeguarding Committee:	23rd March 2023
By Name:	Mrs C Lewis
Position:	Headteacher
Signature:	 on behalf of St John Fisher Catholic Primary School

St John Fisher: Our Vision

At St John Fisher, we strive to create a school community where children and adults achieve their full potential and **SHINE**! We will achieve this through *engagement*, *high expectations* and by treating all with *respect* and *dignity*.

1. Aims

This policy aims to:

Provide a **consistent approach** to preventing bullying and harassment behaviours

Define what we consider to be bullying and harassment

Summarise the **roles and responsibilities** of different people in the school community with regards to preventing/ dealing with incidences of bullying and harassment

Create an ethos of **shared values** in which all pupils and adults feel equally secure, highly valued and entitled to seek support

2. Relevant legislation

To meet the requirements of

- School Standards and Framework Act (1998)
- Education Act (2002)
- Education and Inspections Act (2006)
- Children and Families Act (2014)
- The Equality Act (2010)
- DfE guidance

We aim to develop a positive ethos by:

- Acknowledging everyone has a responsibility to deal with bullying
- Encouraging children and adults to talk openly about concerns
- Developing trust between children and adults
- Inspiring the confidence of parents in the school's ability to support all children
- Recognising and valuing the talents and skills of everyone in school
- Appreciating the importance of staff as role models for children

3. Definitions

A Definition of Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Children and

adults feel powerless to stop it. Parents and family members often feel powerless to know how to help.

Bullying is, therefore:

- Deliberately hurtful- physically or emotionally
- Repeated, often over a period of time
- Often aimed at certain groups

Bullying can happen anywhere:

- In the school environment
- Travelling to and from school or in the community
- Online: Cyber-bullying

A Definition of Harassment

Harassment is unwanted behaviour that you find offensive, where the other person's behaviour is because:

- you have a protected characteristic
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- there is any connection with a protected characteristic (for example, you are treated as though you have a particular characteristic, even if the other person knows this isn't true)

Definition taken from www.equalityhumanrights.com

4. Recognising Bullying and Harassment

The following types of 'incidents' may be helpful in helping to recognise incidents of bullying and harassment:

Type of bullying/ harassment	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying- Possible signs

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

- a reluctance to go to school;
- unexplained tummy upsets or headaches/ illnesses;
- showing signs of distress on a Sunday night or at the end of school holidays;
- becoming either quiet or withdrawn, or playing up;
- torn clothes and missing belongings;
- seeming upset after using their phone, tablets, computers etc; and
- wanting to leave for school much earlier than necessary or returning home late.

(Anti-Bullying Alliance 2019)

Staff and parents in particular should trust their instincts. Parents know when their child is unhappy and should contact the school, even if what they know and feel is only a 'hunch'.

Staff should speak to a member of the Senior Leadership Team if they have concerns about a member of staff. (Further information in the Whistle blowing Policy)

Bullies- some characteristics

Bullies may:

- Feel inadequate or lack self-esteem
- Feel insecure
- Be bullied themselves by parents/siblings
- Be victims of physical/ sexual/ emotional abuse
- Not understand why their behaviour is unacceptable
- Lacking in the ability to empathise with victims
- Lack inner controls on behaviour
- Lack social skills for making demands in a non aggressive way

5. Roles and Responsibilities

By law, all state (not private) schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils.

This policy is decided by the school. All teachers, pupils and parents must be told what it is.

(Guidance from www.gov.uk/bullying-at-school 2019)

The Anti- Bullying and Harassment policy is to be read in conjunction with the schools Behaviour policy and statement of behaviour principles.

The Governing Board

The Governing Body of St John Fisher is responsible for reviewing and approving the written statement of behaviour principles (appendix 1) which apply to all members of our school community, children, staff and parents and carers.

Governors will also review this policy in conjunction with the headteacher and monitor the policy's effectiveness, holding the headteacher to account for its implementation.

The Headteacher

The headteacher is responsible for reviewing this behaviour policy in conjunction with the Governing Body giving due consideration to the school's statement of behaviour principles (appendix 1). The headteacher will also approve this policy.

The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour and bullying, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

Staff

All staff, including the headteacher, are responsible for:

Implementing the Behaviour and Anti-bullying and Harassment policies consistently

Modelling positive behaviour

Providing opportunities for children or staff to raise concerns

Addressing any concerns regarding bullying or harassment immediately

Providing a personalised approach to the specific behavioural needs of particular pupils

Recording behaviour incidents electronically on CPOMs or in paper format (see appendix 3 of Behaviour policy for a behaviour log)

Using appropriate parts of the curriculum to teach values that show bullying to be unacceptable (e.g. circle time and PSHE)

The senior leadership team will support staff in responding to behaviour incidents.

Parents

Parents should know that what they report will be taken seriously and will be acted upon, and that their child will be protected by the school. The first point of contact with school will normally be the class teacher, or parents may wish to see a senior member of staff.

Parents are encouraged to:

Share any concerns about their child being bullied or harassed

Discuss any behavioural concerns with the class teacher promptly

Support the school's behaviour principles and Code of Conduct

Adhere to the School Code of Conduct

Support their child in adhering to the School Code of Conduct

6. Whole School Code of Conduct

At St John Fisher, we show RESPECT and SHINE.

This is our whole school Code of Conduct. Each year group will use this as the basis for their classroom expectations. All members of our school community are expected to adhere to and role model this code of conduct.

7. Promoting Positive Behaviour

To minimise incidents of bullying and create a positive learning culture we:

- Regard attending to bullying behaviour as a priority
- Through our PHSCE curriculum, we teach all children about bullying: what it is, how to deal with it and where to get help from
- Use Learning Powers and other strategies to promote resilience and build self esteem
- Monitor incidents of bullying and harassment

- Ensure the adequate supervision of children at all times and throughout the school site
- Evaluate the effectiveness of the school behaviour policy

8. Procedure for dealing with incidents

Allegations/ Incidents

We have an open door policy for children, staff and parents to raise concerns and will investigate any allegations fully.

We follow procedures set out in the school Behaviour policy and Allegations policy to deal with allegations/ incidents of bullying or harassment, using sanctions as appropriate.

We will inform governors of any incidents of bullying.

All concerns, incidents and follow up actions will be logged and records kept.

Pupil Support

Victim:

Where a child has been a victim of bullying or harassment, we will ensure that good, supportive relationships are formed so that pupils are aware that they have access to:

- Learning Mentor- one to one or group sessions as appropriate
- Buddies
- Play Leaders
- Other staff members
- Outside agencies (such as CAHMS if necessary)

Bully:

Where a child has been the perpetrator of bullying or harassment, we will support them in understanding the impact of their behaviour and the seriousness of bullying. Sanctions, including exclusions, may be imposed.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

Staff Support

Victim:

Where a staff member has been a victim of bullying or harassment, we will ensure that good, supportive relationships are formed so that staff are aware that they have access to:

- Senior Leaders
- Safeguarding governor
- Union support
- Occupational Health
- Outside agencies if necessary

Bully:

Where a staff member has been the perpetrator of bullying or harassment, we will support them in understanding the impact of their behaviour and the seriousness of bullying.

Sanctions, including disciplinary actions, will be imposed in accordance with our Staff disciplinary policy and procedures.

Where necessary, support and advice will also be sought from HR, unions and other bodies as required.

9. Training

Our staff are provided with training on managing behaviour as part of their induction process. Behaviour management also forms part of continuing professional development provided via external training as well as in- house.

10. Monitoring arrangements

This behaviour policy will be reviewed by the headteacher and Governor Committee every 2 years. At each review, the policy will be approved by the headteacher.

The written statement of behaviour principles (appendix 1) will be reviewed and approved by a Governing Body Committee every 2 years.

11. Links with other policies

This behaviour policy is linked to the following policies:

Safeguarding policy

Allegations Management

Behaviour Policy

SEND Policy

Equal Opportunities Policy

Wellbeing Policy

Appendix 1: written statement of behaviour principles

Every member of our school community understands they have the right to feel safe, valued and respected, and learn free from the disruption of others

All pupils, staff and visitors are free from any form of discrimination

Staff and volunteers set an excellent example to pupils at all times

Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy

The behaviour policy is understood by pupils and staff

The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions

Pupils are helped to take responsibility for their actions

Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life

The governing board also emphasises that violence or threatening behaviour by or towards any member of our school community will not be tolerated in any circumstances.

This written statement of behaviour principles is reviewed and approved by Governor Committee every 2 years.