

St Joseph's Catholic Primary School

Anti-Bullying Information

At St Joseph's we take bullying seriously and work hard to ensure that any cases of bullying are addressed swiftly. At the end of last year, we purchased a digital system to monitor behaviour called CPOMS. This ensures all serious behaviour incidents are logged, then when parents raise concerns we can look at patterns of behaviour over time.

Class teachers should always be the first contact point for concerns regarding pupils. However, if you are unable to make contact in the normal way, we are additionally making our Key Stage Leaders' email addresses available to parents.

Year R-2 Mrs Reid CReid@st-josephs-broadstairs.kent.sch.uk

Years 3-6 Mr Pavelin JPavelin@st-josephs-broadstairs.kent.sch.uk

What is bullying?

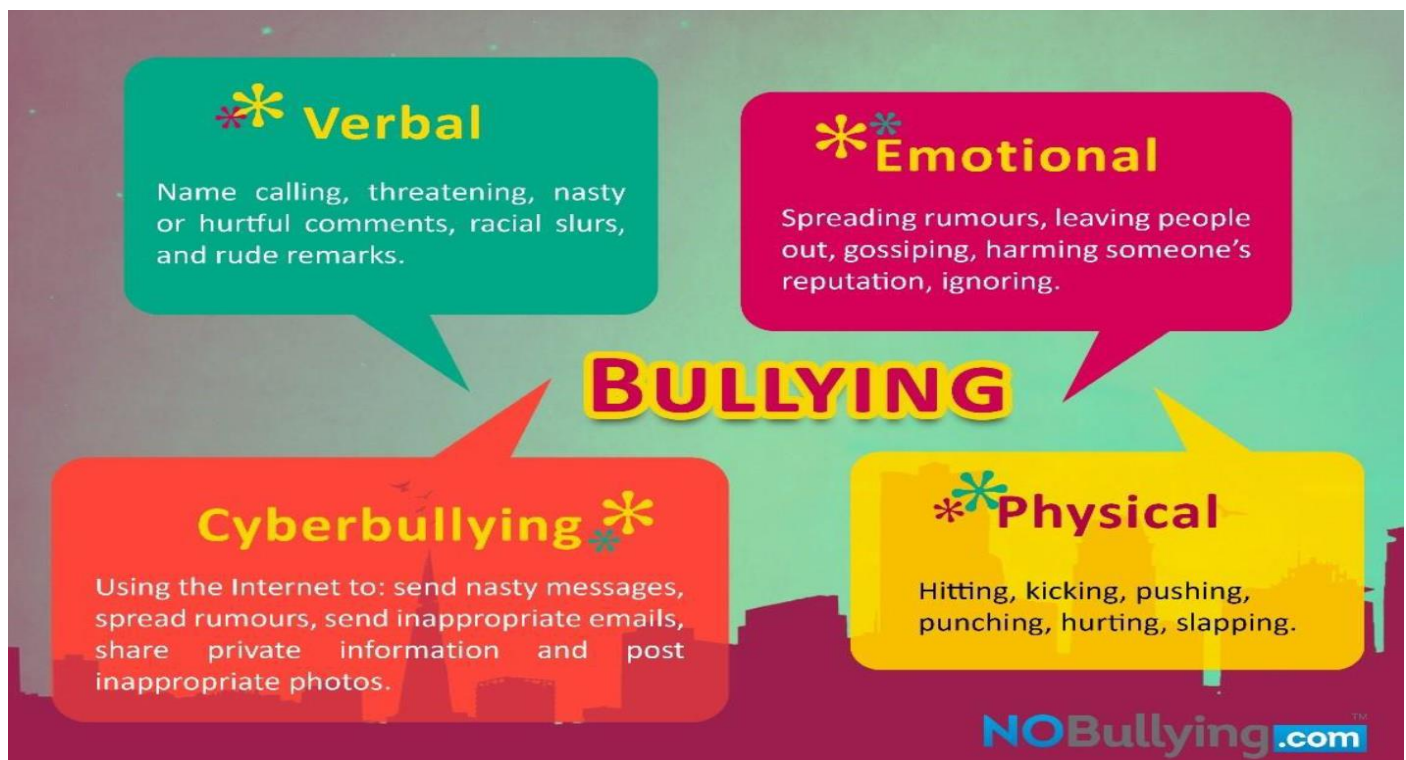
The Anti-Bullying Alliance defines bullying as:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online'

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Bullying is never acceptable and it is not your child's fault if they have been bullied.



How we respond to bullying at St Joseph's:

If any member of staff is aware of or has a bullying incident reported to them they will investigate using the following strategies:

- Reflection: Give the child, and the bully, time for reflection, and record in their own words if possible (if unable to then scribe for them) what happened and how it could have been different.
- Resolution: Ask how we can ensure it does not happen again
- Reconciliation: Discuss how we can put things right between those involved

All incidents will be logged

In serious cases, the class teacher and a member of the Leadership Team will inform and meet with the parents to discuss the problem

Support:

Care and support must be given to **both** the victim and the bully.

Children who have been bullied will be supported by:

- The offer of an immediate opportunity to discuss the experience with a member of staff
- Reassurance
- Offer of continued support from a named member of staff
- Restoration of self-esteem and confidence
- Offer of continual support and advice to parents
- Being informed about the outcome of the investigation into their concerns

Children who have bullied will be helped by:

- Discussion on what happened
- Discovering why they became involved
- Establishing the wrong-doing and the need for change
- Informing parents to help change the attitude of the child
- Referral to an outside agency if necessary
- Attendance at a restorative justice meeting with the victim to resolve issues and prevent recurrence

In serious cases the bully may receive an internal exclusion (i.e. lunchtime or lesson time) a fixed exclusion or a permanent exclusion based on the severity of the bullying. Incidents of bullying will be reported regularly to the Academy Governing Body.

What can parents do?

1. Try and **establish the facts**. It can be helpful to keep a diary of events. If the bullying is online, save or copy images and texts.
2. Always **inform the school**. Direct approaches to parents are rarely received in the spirit in which they are intended.
3. **Find out what your child wants to happen**. Help to identify steps you can take, and the skills your child has to sort out the situation. Make sure you always keep them informed about any actions you decide to take.
4. **You may be tempted to tell your child to retaliate but this can have unpredictable results**. Your child might get into trouble or even more hurt. Talk about non-violent ways that they can respond to someone who is hurting them. Show them how to block or unfriend people if the bullying is online. Identify friends and adults who can support them.
5. **Encourage your child to get involved in activities that can build their confidence and self-esteem**, and help them to build friendships outside of school or wherever the bullying is taking place.
6. **Never use public or private social media to discuss school issues regarding staff or children**. If your child has a phone are you checking their messaging/media habits weekly if they are under the age of 13?

If you do have any concerns regarding bullying please talk to us. Further support can be found at:

<https://www.anti-bullyingalliance.org.uk/> .

We hope you have found this additional information helpful.

Mr. Wright & Mrs. Millership - January 2020.