



St John Bosco RC Primary School

With Jesus in our hearts we love, pray, learn and play

Anti-bullying Policy January 2024

Our school Mission Statement states, "With Jesus in our hearts, we love, pray, learn and play." Our belief in the unique dignity of the human person made in the image and likeness of God underpins our school community. This policy is designed to support the way in which members of our school can live and work together in a supportive way, where everyone feels safe and secure and where reconciliation is seen to be constantly in action.

Our School Vision

Our ambitions for our children are that:

- They have a deep and strong understanding of their faith.
- Their wellbeing (both physical and mental) is supported and safeguarded.
- Their academic potential is fulfilled.
- They have a love of learning and skills which will carry them into the future.

We expect children, staff, parents, volunteers and the learning community to share our vision.

Rationale

At St John Bosco R.C. Primary School, we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying:

- **Emotional:** "Silent bullying"- excluding from a group, tormenting, ridiculing, humiliating
- **Physical:** hitting, punching, pinching kicking or taking someone's belongings.
- **Verbal:** name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone
- **Racist:** racial taunts, gestures, making fun of someone's culture or religion
- **Sexual:** unwanted physical contact, sexually abusive or sexist comments
- **Cyber:** setting up hate websites, offensive e-mails and posts on social media and texts

Bullying is not:

It is important to understand that bullying is not occasional falling out with friends, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's education is to develop resilience; learning how to deal with friendship breakdowns

or friction between peers. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at St John Bosco. We are committed to providing a caring, respectful and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- bullying makes people unhappy and leads to low self-esteem.
- pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- some pupils avoid being bullied by not attending school.
- pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- we wish to build the self-esteem of all pupils, especially bullies and victims.

We recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in your child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in your child's education, enquire how their day has gone, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at St John Bosco R.C. Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

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- Incidents of reported bullying need to be reported to the class teacher in the first instance and recorded on Cpoms. The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach through circle times and/or drama activities which will move children on from having them to justify their behaviour.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The bully (bullies) may be asked to genuinely apologise or undertake restorative action towards the victim.

Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum.

- If possible, the pupils will be reconciled.
- Support will be given to help the bully (bullies) understand and change his/her behaviour.
- If the bullying continues or in more serious cases of bullying, parents will be informed and invited into the school for a meeting to discuss the problem
- All incidents of bullying will be recorded by the school on cPOMS
- In repeated or serious cases the school may follow the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Regular PSHE teaching following the agreed scheme of work
- Taking part in national anti-bullying week
- Awareness through anti bullying assemblies
- Circle time
- Drama/role play activities
- Implementation of playground sports leaders
- Playground buddies for children who are experiences difficulties settling into school
- Praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.

British Values

At St John Bosco School, we value the diversity of backgrounds of all pupils, families and the wider school community.

We uphold the following definition of British Values:

- Respect for democracy and support or participation in the democratic process
- Respect for the basis on which the law is made and applies in England
- Support for equality of opportunity for all
- Support and respect for the liberties of all within the law
- Respect for and tolerance of different faiths and religious and other beliefs.

Our school reflects British values in all that we do. We aim to nurture our children on their journey through life so they can grow into safe, caring, democratic, responsible and tolerant adults who make a positive difference to British society and to the world.

We encourage our children to be creative, unique, open-minded and independent individuals, respectful of themselves and of others in our school, our local community and the wider world.

Equality

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil or member of our school community and it helps to promote equality at this school.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually.

Agreed by GB: March 24

To be reviewed: March 2026