



## St Joseph's RC Primary School Anti-bullying Policy

### Dundee City Council Statement:

*"Dundee City Council is committed to providing a safe, supportive environment for all people in its educational establishments."*

- At St Joseph's RC Primary School, we have a commitment to our Catholic faith, we promote a caring, welcoming and happy environment, fostering the development and co-operation of all children

### Policy Aims

This policy will outline how we aim to prevent bullying and how we will address any bullying issue which occurs.

The aims of this policy:

- to define bullying
- to prevent bullying of children and young people
- to outline strategies used in our school to prevent bullying and to ensure a co-ordinated and cohesive approach
- to outline a variety of possible responses to bullying incidents
- to ensure everyone knows how to report bullying
- to ensure everyone understands we will not tolerate bullying at St Joseph's
- to highlight how we aim to equip our pupils and families with the skills to enable them to deal with bullying behaviour
- to detail our practices which will proactively prevent bullying at St Joseph's

### Definition of Bullying

"Bullying can be regarded as a mixture of behaviours and impacts which can influence a person's capacity to feel in control of themselves. It can be repetitive, or isolated, intentional or unintentional behaviours that hurts, intimidates or embarrasses a person."

One person's perception of bullying can vary differently to another person's.

The views of staff and pupils at St Joseph's are noted below;  
Bullying can be;

- being called names

- being made fun of
- being hit, pushed about or physically hurt
- being ignored/feeling isolated
- sending/spreading messages/images via internet/social media
- spreading rumours
- being forced to hand over money or possessions

Bullying can be emotional, physical and/or cyber (this includes the use of Internet, social media and other electronic devices).

The reasons for bullying behaviour could be **prejudiced based**, eg;

- race
- gender
- disability
- nationality
- sexual orientation
- socio-economic status
- nationality
- language
- religion
- the perception of 'being different'

It is often difficult to understand why someone chooses to bully another. Bullying has been known to occur because the person exhibiting bullying behaviour;

- is upset or angry
- is jealous
- feels they don't fit in or are being excluded
- has problems at home/out-with school
- is being bullied themselves (including adults and family members)
- wants to appear powerful
- is scared of being bullied themselves

## **Expectations**

At St Joseph's;

- we expect all members of the school community (children and adults) to behave in a mutually respectful manner and treat others the way they expect to be treated.
- all members of our school community have the duty to report bullying behaviour
- we view bullying as unacceptable
- situations are reported and investigated quickly.
- anyone affected by bullying behaviour is supported in the appropriate ways
- measures are put in place to support the person who is displaying the bullying behaviour

In the school, children can;

- support other children in relationships
- be considerate and understanding

- be aware of feelings of others
- report any perceived incidences of bullying behaviour

Through Curriculum for Excellence, staff will;

- Guide children through Health and Wellbeing outcomes
- Focus on respect, equality, resilience and UNCRC at assemblies
- Guide children through the Roman Catholic Religious Education outcomes, focussing in particular on Gospel Values, empathy, patience and understanding
- Involve everyone in PSD activities

As part of our whole school approach, staff will;

- Foster positive relationships
- celebrate diversity through everything we do
- Provide and support friendship and social skills groups where required
- Uphold our positive and inclusive ethos, where our diversity is celebrated
- Uphold our positive relationships strategy
- Ensure the anti-bullying co-ordinator is known to everyone

In the playground staff will;

- give pupils support in making new friends
- provide play opportunities for all children
- provide supervision
- listen to children when they report incidences of bullying and take appropriate action
- help identify children who may require support

Parents/Carers can;

- be positive role models
- communicate with school staff
- report concerns about children
- encourage good relationships with all children
- promote tolerance of diversity and difference

School Leadership team/Anti bullying Coordinator will;

- appoint a member of school staff who will investigate and work through the concern
- communicate effectively with all involved
- ensure that reporting procedures are carried out

### **Detection of Bullying**

Bullying behaviour usually takes place out of sight of adults. The following can be indicators of Bullying;

- increased absence
- individuals appearing isolated from peers
- pupils asking to stay in at breaks
- regular loss of money or personal items
- pupils appearing frightened, withdrawn, upset, unduly worried, unable to focus on work

## **Action if Bullying Behaviour is Reported or Detected**

Each incidence of bullying may require a different response.

At St Joseph's, we have a wealth of resources and strategies available including;

- Open Door Policy for involving parents/carers
- mediation by the Anti-Bullying Co-ordinator or another adult
- peer mediation
- consequence issued to those that displayed bullying behaviour
- removal of those concerned from class/playground
- Support / 1:1 check ins from our School and Family Development Workers
- reporting incidents to the Head Teacher
- consider referral to other agencies such as DEPS, SPACE, CAMHS, KIKO
- completing of Bullying Report Form on SEEMIS
- involving the Community Police Officer

### **In all cases we will**

- investigate the incident fully
- monitor the situation and where appropriate provide continuing support to those affected
- inform parents/carers of those involved

### **Advice for Parents/Carers**

- Complementing this policy is a parents and carers advice leaflet which is also available on Dundee City Council website.
- Respectme, Scotland's Anti-Bullying Service provides online publications to assist parents/carers in dealing with bullying. These are available from [www.respectme.org.uk](http://www.respectme.org.uk)
- If you are unable to access the Internet, the school will help to provide these resources.
- Our anti-bullying co-ordinator is Mrs Louden

### **Online Resources Available**

- **Respectme:**

<http://www.respectme.org.uk/>

- **Dundee City Council Education Department Anti-Bullying Policy and Guidelines:**

<http://www.dundee.gov.uk/department-publications/Education>

- **Childline:**

<http://www.childline.org.uk/pages/home.aspx>

- **Child Exploitation and Online Protection Centre [CEOP]:**

<http://www.ceop.police.uk/safety-centre/>

- **Dundee Integrated Children's Services**

<https://www.dundee.gov.uk/chserv/index.php?pid=3>