

St. John's
Church of England



Primary School
and Nursery

St. John's CE Primary School and Nursery

Anti Bullying Policy

Whoever says he is in the light and hates his brother is still in darkness
John Ch2 V9

Manager Mrs. Deborah Girling

Policy Produced following consultation with the following parties

Staff on 6.1.16 – 7.3.18 – 11.5.22

Full governors on 10.3.16 – 9.3.17 – 9.5.18 – 12.03.20
Curriculum governors 19.5.22

Policy review Date April 2024

Signed by the Chair of Governors

Date _____

This policy is to be used in conjunction with all other policies at St. John's C. of E. Primary School and Nursery

Introduction

This policy outlines what St John's CE Primary School and nursery will do to prevent and tackle bullying and has been produced in line with and based on DfE guidelines.

At St John's Church of England Primary School (in line with 'Every Child Matters') we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

We would expect pupils to feel safe in and out of school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe. Parents and pupils should be assured that we foster high expectations of outstanding behaviour and therefore bullying will not be tolerated.

Policy Development

This policy was formulated in consultation with:

Members of staff, governors, parents/carers, children and young people, and other partners (extended schools and visiting external providers in school)

Pupils contribute to the development of the policy through the school council, circle time discussions, etc.

The school community developed a Student friendly version to be displayed in each classroom.

Roles and Responsibilities

The Head Teacher - Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is:
Mrs. Patience Atkinson-Gregory

The Anti -bullying Coordinator in our school is:

Mrs D Girling (PSHCE co-ordinator)
Their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate

- Coordinating strategies for preventing bullying behaviour

Definition of Bullying

In our school, a bully is someone who hurts someone more than once by using behaviour which is meant to hurt, frighten or upset another person several times on purpose.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent - if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required. What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and Responding to Bullying

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

- Children in school should report to a member of staff
- Parents/carers should report and discuss concerns with the class teacher or the Headteacher
- All staff and visitors should bring concerns to the attention of the Headteacher or Deputy Headteacher
- Bystanders to report as soon as possible to a member of staff

Procedures

All reported incidents will be taken seriously and investigated involving all parties.

The steps the school will take to investigate reported incidents may include:

- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the bully.
- Police involvement (e.g. if a crime has been committed)

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded in line with the behaviour policy and this will be notified to and held by, the school leadership team. All recorded incidents of bullying are reported to the school governors. This includes bullying incidents related to race, religion or culture.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to the governors in an anonymous format as part of the annual report.

The policy will be reviewed and updated biannually. The policy review will be linked to the School Improvement Plan, working towards a more inclusive and harmonious ethos across the school community.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we at St John's CE school have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

The strategies used both as part of the curriculum and across the whole school, including overlaps with our schools' Christian values:

- Daily acts of collective worship
- Clear rewards and incentives for positive behaviour
- Active school council
- Restorative justice approach - our use of 'sorry slips' encourages children to reflect on their behaviour and its consequences
- Our PSHE scheme of work 'PSHE Matters' has a unit called Bullying matters
- Anti-Bullying week, annually in November, plus an additional PSHE lesson with an anti-bullying focus, during the spring term.
- Participation in Odd socks day and other types of 'awareness days' where differences are celebrated
- Fundraising for charities and working with Scott Lane school, in Kolkata, to support children in emerging and developing countries
- Weekly PSHE/citizenship lessons
- Regular circle times in class to allow children time to share experiences from home
- Specific curriculum input on areas of concern such as Cyberbullying and internet Safety, during Internet Safety day
- Playground Pals scheme running at break and lunch times where Y5 & 6 children support and model good behaviour to younger children
- Parent information and support
- Staff training and development for all staff

Links with other policies

Behaviour Policy

Safeguarding Policy

Acceptable Use Policy

PSHE and Citizenship Policy

Complaints policy
Confidentiality Policy
References Documents and Related Policy/Guidance
National Documents

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” July 2017: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- NSPCC: <https://www.nspcc.org.uk/>
- PSHE Association: www.pshe-association.org.uk
- Young Minds: www.youngminds.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>