



St John's CE Primary School

Anti Bullying Policy

To be read alongside our Positive Behaviour Policy.

St John's is a multi-cultural, multi-faith, Church of England Primary School in the midst of a richly diverse community. We have a strong school ethos where everyone matters. The school strives to provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and cooperation.

Children are encouraged to become confident, independent (lifelong) learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others. To live their life in abundance as outlined in our Christian ethos.

At St John's we believe,

- All bullying, of any sort, is unacceptable.
- Pupils who experience bullying will be supported.

We recognise the impact that bullying can have on pupils' feelings of self-worth and on their schoolwork, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce, and to eradicate, as far as possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate, as far as possible, instances in which pupils are subject to any form of bullying.
- To respond effectively to all instances of bullying that are reported to us.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To provide support for pupils who are accused of or admit to bullying, who may be experiencing difficulties of their own.

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- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- To meet any legal obligations which rest with the school (as referred to later in the document under school responsibilities)

St John's Definition of Bullying Bullying involves repeated behaviour with the intent of hurting another person physically or emotionally. This may impact one person, or a group of people. It can be pre-meditated and usually forms a pattern of behaviour. **(S.T.O.P. – Several Times On Purpose)**

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves, against.

It can take many forms, these include,

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- Cyber - sending malicious emails or text messages on mobile phones/social networking sites. Spreading/Sharing rumours/inappropriate and or personal information on any social networking platform

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong.

Within school we will pay attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities and/or belong to vulnerable groups

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Positive Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where the school community take responsibility for their own and each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised.

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Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how to manage their relationships with others constructively
- Collective worship, Circle Time, Assemblies, role- plays and stories are some of the tools used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.
- We will publish our anti-bullying policy on the school web-site.
- Posters around school will tell pupils what to do if they are bullied, or see others being bullied, and information about Childline and other sources of confidential help will also be displayed.
- We will regularly ask pupils whether they feel safe
- We will provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

STRATEGIES FOR DEALING WITH BULLYING

In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Cooperative group work throughout the school; To encourage children to work together, be tolerant of others' ideas, trust others and be more willing to listen.
- Circle Time; To set time aside for pupils to take part in enjoyable games, activities and discussion in a safe environment where all opinions are valued.
- Circle of friends; To build relationships around a vulnerable pupil with the pupil's and parent's agreement to offer support and friendship.
- Befriending; To appoint a specific pupil(s) as a support / friend [appointed by a member of staff]
- Pastoral support (groups); To involve the bullied pupil, those involved in the bullying and bystanders to form a group to support the bullied pupil. Responsibility for change lies with those involved in the bullying.
- Mediation by adults; To establish ground rules that will enable the bully and the person who has been bullied to co-exist in school.

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who have been bullied should report this to:

- Their identified trusted adult in school
- Any member of staff (Teachers, Teaching Assistants or Lunch staff)
- Their parents

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- A school friend

Pupils who see others being bullied should report this to:

- Any of the above

Members of staff who receive reports that a pupil has been bullied should report this to:

- A member of the senior management team (Head, Deputy Head or Senior Teacher)

Where bullying is of a racist nature, we will report this to the Local Education Authority using a Racial Incident Report Form, RBC model.

All reports will be taken seriously and will be followed up by the class teacher or member of the SLT.

Work with children who have been bullied could involve some or all of the following:

We will provide support to pupils who are bullied:

- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends / older pupils in peer support / mediation.

We will speak with the pupil (or pupils) involved in bullying separately;

- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.

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- We will adopt a joint problem solving approach where appropriate, and ask the pupils involved to help find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Positive Behaviour Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again.

We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

Our policy will be used in line with professional discretion to respond flexibly, and in an appropriate way to each incident.

WHEN TOUGHER MEASURES ARE NEEDED

If necessary, we will invoke the following range of sanctions that are in line with the school's Positive Behaviour Policy.

These may include

- Removal from the group (Within the class)
- Withdrawal of break and lunchtime privileges
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and / or permanent exclusion from school.

OUR RESPONSIBILITIES

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another.
- Adhere to and promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report.

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- Support each other and to seek help to ensure that everyone feels safe and happy and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school.

School Responsibilities The school are aware of our statutory responsibilities in regards to preventing and tackling bullying as set out in

(i) Section 89 of the Education and Inspections Act 2006:

- Every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- Head teachers can discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

(ii) Equality act 2010:

- We are committed to eliminating discrimination, harassment and victimisation through addressing prejudice and prejudice based bullying. This is part of the Public Sector Equality Duty which is required under the Equality Act 2010 and covers these protected characteristics; disability, gender, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity.

We take our responsibility for meeting the Public Sector Equality Duty (Equality Act 2010) seriously and take active steps to;

- eliminate unlawful discrimination, harassment, victimisation
- promote and support equality of opportunity between people who share a protected characteristic and people who do not share it
- nurture good relations between people who share a protected characteristic and people who do not share it.

(iii) Safeguarding children and young people-Children Act 1989

- A bullying incident will be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff will report their concerns to the DCPO or directly to the local safeguarding team at RBC.

Cases will be managed as appropriate and school may draw on a range of external services to support the pupil who is experiencing bullying, and to tackle any underlying issue which has contributed to a child engaging in bullying.

Criminal law Bullying in itself is not a specific criminal offence. However some types of harassing, threatening behaviour or communications, could be a criminal offence.

For example, under the *Malicious Communications Act 1988*, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat or information which is false and known or believed to be false by the sender.

If SLT judge that an offence may have been committed they will seek assistance from the police.

BULLYING OUTSIDE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school, or, for example, in the evening in the park.

Bullying may be carried out by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent informs us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Head teacher of any other school whose pupils are bullying.
- Talk to the police where this is deemed necessary. The DfE says that, “exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school’s common duty of care.” Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

CONCERNS, COMPLAINTS ... AND COMPLIMENTS

We recognise that there may be times when parents have concerns regarding the management of ‘bullying’, we would ask that this be brought to the Head teacher’s notice.

If the Head teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school’s Complaints Procedure, a copy of which may be viewed on the website or a paper copy obtained from the school office, by request.

We would also be pleased to receive Compliments – feedback from parents when things have gone well is always welcome.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- Pupils have opportunities to feed back more privately (eg worry box, concern book).
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

Agreed November 2018

Review