St John's CE Primary School

Anti-Bullying Strategy

To be read alongside our Behaviour Policy

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 AIMS & INTENTIONS At St John's we acknowledge that bullying does happen from time to time and that it would be an unrealistic claim to say that it did not.

However, it is our aim and intention to:

- Ensure that all children, young people and adults within our school have a common understanding of what bullying is.
- Reduce all forms of bullying.
- Communicate clearly to children and parents the strong response to such events in schools.
- Stress that the whole school community acts together on this issue.
- Continually work to maintain a warm and harmonious atmosphere within school.
- 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 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.
- 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, *purposeful and repeated actions conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation.*

Bullying can take different forms;

Verbal bullying: name calling, use of threatening or provocative language etc.

Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual, lying, fake rumours and spreading gossip, encouraging others to turn against someone, leaving someone out constantly and encouraging others to do the same, socially excluding someone, damaging someone's social reputation or social acceptance, using humiliating nicknames and continuing when asked to stop

Physical bullying: hitting, kicking, grabbing an individual, taking or hiding another's property etc.

Homophobic bullying: bullying when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.

On-line or cyber bullying: Cyber bullying is any form of bullying which takes place online or through smartphones and tablets and includes social networking sites, messaging apps, gaming sites, chat rooms; sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation; hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person; creating dedicated websites that intend to harm, make fun of someone or spread malicious rumours and intimidation to send images of a private or sexual nature.

Sexual bullying: behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another, behaviour which degrades someone, singles someone out by the use of sexual language, gestures or violence, victimising someone for their appearance, the pressure to act promiscuously and to act in a way that makes others uncomfortable. This includes unwelcome sexual advances or remarks that are intended to cause offence, humiliation or Intimidation. This could include pressure to send images of a sexual nature

Racist: Bullying based on ethnicity, skin colour, language, religious or cultural practices.

Disablist: The bullying of those who have special educational needs and disabilities.

Based on 'difference': Bullying based on any real or perceived difference. This can include, but is not limited to factors surrounding the way someone looks or dresses, hobbies and interests, family set up and social behaviour.

What is NOT bullying? One-off incidents: Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.

Mutual conflict: A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

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. This is supported by **S.T.O.P (S**tart **T**elling **O**ther **P**eople**);**

- Regular Teacher – Class discussion taking place e.g. during circle time, dealing with friendship / playtime issues.
- Peer support is emphasised: children are taught how to effectively support a bullied friend/peer and how to resist "joining in" with bullying.
- Children suffering from bullying are encouraged to keep diaries/share events with staff/parents.
- A school Anti-Bulling Code is in use, giving clear advice to children on what to do if you are a witness or a victim of bullying.
- 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.

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 (though not exhaustive) 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 Children will know whom to talk to. In the first instance this will usually be their class teacher, but it could also be:

- Another teacher known to them.
- A Learning Support Assistant.
- A Lunchtime Assistant.

The children should be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in receipt of information should feed back to the class teacher as soon as possible.

The class teacher will take steps to discuss the problem with the bullies to establish the situation and talk through any issues. An early resolution is sought using these tactics.

Both bullied and bullying parties should be informed that the situation is being monitored by the class teacher/s concerned.

Pupils who have been bullied should report this to:

- Their identified trusted adult in school
- Any member of staff (Leaders, Teachers, Support staff or Lunch staff)
- Their parents
- 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.
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- 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.
- 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 there is no improvement, or further bullying occurs, the parents of the bullying child will be contacted in order to come into school to discuss the problem and to make clear that a zero-tolerance policy is being adhered to.

As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes.
- Who they can turn to, and when.
- the arrangements for beginning/ending lessons, lunchtimes, starting and ending of the day?
- Individual circumstances will determine the precise arrangements to be made.
- Support is given to the perpetrator to raise their self-esteem and develop appropriate social skills e.g.: alternative provision at lunch time for a given period to ensure they do not pose a threat.

- Strategies to support the bullied child, including who they can turn to and when

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.

Recording School will keep a record of bullying at all stages, together with the action taken in the pupil's personal file on CPOMS, transferred with the child from class to class. This may be transferred at transition to the next phase of the child's education.

ROLES & 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.
- 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 Senior Leaders 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 manage bullying outside of school.
- Talk to the Headteacher 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.

Entitlement and Inclusion All pupils, whatever their ability, gender, race, religion, size or weight are entitled to feel safe and have full and equal access to provision both during the school day and during extracurricular activities. All pupils have the right to be listened to and fairly treated if they report or are accused of bullying.

Raising awareness / Staff training Our school's anti-bullying policy is available to parents/carers on the school website and on request.

St John's CE Primary School takes part in 'Anti-bullying Week' to highlighting positive behaviours and attitudes.

New staff are inducted into the school's safeguarding and anti-bullying procedures on arrival.

Links to Other Policies

- Behaviour Policy – Everyone Matters
- Safeguarding Policy
- Complaints Policy
- E-Safety & ICT Policies

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.

The impact of this strategy will be monitored by governors through regular audit of records of serious incidents and alleged bullying during school visits. The outcome of this monitoring will be reported to Local Governing Bodies and will impact on future development of associated procedures and practice.

Appendix 1 – Supporting Organisations and Guidance

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
This is a coalition of organisations and individuals that are united against bullying. It is very informative for parents/carers of children who have been bullied and those who have been accused of bullying others. It includes the Diana Award Anti-Bullying Campaign.
• 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" https://www.gov.uk/government/publications/preventing-and-tackling-bullying
• DfE: "No health without mental health": https://www.gov.uk/government/publications/no-healthwithout-mental-health-a-cross-government-outcomes-strategy
• Family Lives: www.familylives.org.uk
• Kidscape: www.kidscape.org.uk
• MindEd: www.minded.org.uk
• NSPCC: www.nspcc.org.uk
• PSHE Association: www.pshe-association.org.uk
• Restorative Justice Council: www.restorativejustice.org.uk
• The Diana Award: www.diana-award.org.uk
• Victim Support: www.victimsupport.org.uk
• Young Minds: www.youngminds.org.uk
• Young Carers: www.youngcarers.net Cyberbullying
• Childnet International: www.childnet.com
• Digizen: www.digizen.org • Internet Watch Foundation: www.iwf.org.uk
• Think U Know: www.thinkuknow.co.uk
• UK Safer Internet Centre: www.saferinternet.org.uk LGBT
• EACH: www.eachaction.org.uk
• Pace: www.pacehealth.org.uk
• Schools Out: www.schools-out.org.uk
• Stonewall: www.stonewall.org.uk SEND
• Changing Faces: www.changingfaces.org.uk
• Mencap: www.mencap.org.uk
• DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice- 0-to-25 Racism and Hate
• Anne Frank Trust: www.annefrank.org.uk
• Kick it Out: www.kickitout.org
• Report it: www.report-it.org.uk
• Stop Hate: www.stophateuk.org
• Show Racism the Red Card: www.srtrc.org/educational
• Educate against Hate: www.educateagainsthate.com/

Appendix 2 – Anti-Bullying Poster

Anti-Bullying Code

What is bullying?

A bully is someone who hurts another child on purpose by using behaviour which is meant to hurt, frighten or upset that child.

It is never acceptable to hurt or harm others.

Bullying can be.....

Emotional: Hurting your feelings, leaving you out

Physical: Punching, kicking, spitting, hitting

Verbal: Being teased, calling of names

Racist: Calling names because of the colour of your skin or religion

Cyber: Saying unkind things by text, email and online

When is it bullying?

Several
Times
On
Purpose

Our promise to you is to ALWAYS treat bullying seriously. You have the right to feel happy and safe at St John's.

Who can I tell?

- Any trusted adult in the school. E.g. your teacher, teaching assistance, office staff
- An adult at home such as your parents
- A friend

If you are being bullied,
Start **T**elling **O**ther **P**eople

What will happen if you bully?

- You must take responsibility for your actions and accept the sanctions given.
- You need to take steps to repair the harm you have caused.
- You need to talk to an adult about your worries and concerns.

