

St. James' CE Primary School



Learning Together: Caring Together

Anti-Bullying Policy

Policy Reviewed: September 2017

Date Approved by Governing Body: 12th September 2017

Review Date: September 2018

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Anti-Bullying Policy

Overview

At St. James' we accept the responsibility for maintaining an agreed, acceptable standard of discipline and for regulating the conduct of our children.

All children have the right to feel safe, secure and happy in school. We endeavour to help all children to develop high self-esteem, the confidence to be assertive and to form good relationships with others. Our Behaviour and Discipline Policy is based on the use of Christian values, positive reinforcement strategies, responsibility and providing choices.

There are appropriate procedures in place for dealing with persistent, difficult and disruptive behaviour. We are committed to working in partnership with parents to resolve any difficulties. This policy has been written with reference to 'Preventing and Tackling Bullying – advice for headteachers, staff and governors' (July 2017).

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be motivated by prejudice against particular groups, differences or perceived differences. Experts say that bullying involves an imbalance of power between the perpetrator and the victim. Bullying can take place in many forms, of which the following are some examples:

Physical: pushing, kicking, hitting, pinching, and other forms of violence.

Verbal: name-calling, sarcasm, spreading rumours, teasing.

Emotional: excluding, tormenting, ridicule, humiliation.

Racist: racial taunts, graffiti, gestures.

Sexual: unwanted physical contact or abusive comments.

Cyber bullying: (refer to E- Safety Policy).

Creating an anti-bullying climate in school

We believe that prevention is the best approach to eradicating bullying. Our school's Behaviour and Discipline Policy explains how we promote positive behaviour in school to create an environment where pupils behave well, where pupils take responsibility for each other's emotional and social well-being and where they include and support each other. Our Christian (Caring) Values provide a framework for conduct where bullying is unacceptable; these are explored explicitly with the children.

We draw on the school's curriculum, especially in P.S.H.E lessons, to promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community. This policy is available to parents – we believe that a united approach is of paramount importance.

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.

Circle Time, Philosophy for Children sessions, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents.

Procedures for reporting and responding to bullying incidents

There is an expectation that all incidents of bullying, both in curriculum and non-curriculum time, will be reported to the Headteacher. Reported incidents of bullying will be taken seriously by all staff and dealt with impartially and promptly. Children are made aware of this. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff (who will then report to the Headteacher using the standard form).

2. Staff will make sure all victims are safe and feel safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident individually and together if appropriate and record their findings.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) will be asked to apologise, using the school's approach:
 - I am sorry for...
 - It was wrong because...
 - In future I will...
 - Can you forgive me?Other consequences may take place and appropriate sanctions applied.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In serious cases parents will be informed and will be invited to come in to school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
14. All reports of bullying and actions taken will be kept in a file in the Headteacher's office.
15. Bullying incidents will be discussed regularly at staff meetings.
16. Incidents of bullying will be reported to the Governing Body.

It is important to note that the needs of pupils involved in incidents of bullying will be taken seriously and actively addressed within school wherever possible. In extreme cases external support may be sought. We are aware of our responsibilities in supporting young people's mental health and wellbeing, as outlined in the cross Government 'No Health Without Mental Health: Implementation Framework' (2012).

Longer Term

Notes made on particular cases will be kept for future reference.

The Headteacher and Governors analyse log information to identify any possible patterns of people, places or groups involved in bullying incidents. They look out in particular for racist

or homophobic bullying, or bullying directed at children with disabilities or special educational needs.

Further guidance can be sought from:

- **Kidscape**
- **Childline**
- **The Anti-Bullying Alliance**
- **The Diana Award**
- **The BIG Award.**

This policy will be reviewed regularly alongside our Behaviour and Discipline Policy and submitted to the Governing Body for approval.