

Anti-Bullying Policy

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Drafted by:	Joseph Bell
Approved by:	Governing Body

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a happy and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell an adult in the school, this may often be the class teacher or teaching assistant.

We build our school on our core values of aspiration, resilience, creativity, kindness and community. St John's and St Clement's School is committed to promoting positive friendships and to preparing children to deal with the complexities of interpersonal relationships.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- To explain how as a school we set out to prevent bullying occurring, respond when incidents of bullying are reported and how we equip children with the skills, knowledge and empowerment to report bullying when it occurs.
- With this policy, all governors, staff, pupils and parents will:
 - o understand what bullying is.
 - o know what the school policy is on bullying, and follow it when bullying is reported.
 - o know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents will be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- changes in sleep habits/patterns
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changing in eating habits
- is frightened to say what's wrong
- gives improbable excuses for any of the above

This is not an exhaustive list. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Prevention

In our school we have the following proactive measures in place to reduce the incidents of bullying behaviour:

- writing a set of class or school rules
- 'worry boxes' in class
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- assertiveness role play in PSHE sessions
- making up role-plays, having discussions about bullying and why it matters
- raising awareness of bullying issues during collective worship
- discussing bullying during PSHCE (Personal, Social, Cultural and Health Education) sessions
- developing self-esteem of pupils through targeted activities
- reinforcing positive friendship skills
- advising parents of incidents at an early stage
- following up incidents to ensure that bullying has not resumed

What the school will do.

The school will:

- Encourage children to report bullying where they witness it or are a victim.
- Take bullying seriously and take actions to stop the bullying immediately
- Support the child being bullied
- Involve parents and carers at an early stage
- Investigate the facts of any incident and meet those concerned individually
- Record incidents in a consistent way to facilitate monitoring

- Help children to develop positive strategies and appropriately assertive skills
- Try to help the bully to change his/her behaviour
- Involve children in developing class and school rules through in-class discussion and the School Council
- Involve outside agencies as appropriate
- Provide support for vulnerable children.
- We will react firmly and promptly when bullying is identified.
- Children who are being bullied will be strategically protected.
- Children who bully will be given the chance to discuss their own problems with the class teacher, one of the two Deputy Heads or the Head.
- Incidents will be recorded on a behaviour incident form. These are logged and monitored regularly.
- Sanctions will be determined according to the individual case and in line with our behaviour policy.

Summary:

- The school will do everything in their power to support the child who is the victim of bullying.
- The school will do everything they can to reconcile the children in order to prevent repeat incidences.

What is Cyber-bullying?

- The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school.
- Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Additional signs that a pupil may be being bullied online

- Upset after using the internet or his/her mobile phone
- Avoiding going to school and/or meeting friends
- Suffering from low self-esteem

Prevention:

- Pupils will receive regular e-safety lessons, which incorporate cyber-bullying.
- The school will run workshops and assemblies at least once a year on the importance of staying safe online and understanding cyber-bullying.
- Advice will be given to parents in the yearly e-safety parent workshops.
- Pupils are not permitted to bring phones into the school building. Those pupils who have phones must hand them into the school office.

- Pupils are taught how to prevent and respond to cyber-bullying as part of PSHCE lessons in KS2.
- The school staffs try to keep up to date with new online trends that pupils use.

The school's response to cyber bullying

- The school will work to contain the incident when content has been circulated to other people
- We will contact the young person's parents/carers in line with the school's anti-bullying policy
- Working with the person responsible for the bullying and making him/her aware of the consequences of this behaviour
- Applying consequences as outlined in the school's anti-bullying policy, and considering whether a restorative approach might be appropriate
- Considering whether the matter should be reported to the police, if the content is illegal

Monitoring and Reporting Bullying

The Headteachers will report all incidents of bullying to the governing body at termly meetings.

Where parents and pupils can read this policy?

This policy is available from the school office and on the website. Each year during Anti-bullying Week the children are explicitly reminded about our school policy.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.