

St John and St James CoE Primary School

Anti-Bullying Policy

This policy must be read in conjunction with the Behaviour Policy

Anti – Bullying Policy

St John and St James CoE Primary school

Policy Aims

Bullying is anti-social and affects everyone. In line with the School Standards and Framework Act 1998, this policy aims to ensure that the pupils of St John and St James CoE Primary School are able to learn in a supportive, caring and safe environment without fear of being bullied, by:

- enabling all members of the school community to understand what bullying behaviour is and that it is not acceptable;
- outlining the procedures to be followed in the event of a bullying incident;
- assuring parents and pupils that bullying is taken seriously and that all incidents of reported bullying will be dealt with promptly and effectively.

Definition of Bullying

Bullying is the use of deliberately hurtful behaviour, often repeated over a period of time, where it is difficult for the person being bullied to defend themselves. Bullying results in pain and distress to the victim.

The main types of bullying are:

- physical (e.g. hitting, kicking or any use of physical violence; theft)
- verbal (e.g. name-calling, teasing, racist taunts)
- emotional (e.g. spreading rumours, excluding someone from social groups, tormenting)

Signs and Symptoms of Bullying

A pupil may indicate that they are being bullied by changes in their behaviour. All members of staff and parents have a responsibility to be aware of these possible signs and respond in accordance with school policy if bullying is suspected. Investigation should take place if a pupil:

- is frightened of walking to or from school;
- is unwilling to go to school;
- begins truanting;
- becomes withdrawn, anxious, or lacking in confidence;
- becomes clingy;
- starts stammering;
- cries him/herself to sleep at night or wets the bed;
- feigns illness in the morning;
- begins to underachieve in school work;
- arrives home with clothes torn or belongings damaged;
- has possessions that 'go missing';
- asks for money or starts stealing money (to pay bully);
- has dinner money or other monies continually 'lost';
- has unexplained cuts or bruises;

- arrives home hungry (money or lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and therefore the cause of the above investigated.

If bullying does occur, all pupils will be able to report it and know that incidents will be dealt with promptly and effectively. Pupils have a responsibility as well as staff to help eradicate bullying and therefore *anyone* who knows that bullying is happening is expected to tell a member of staff.

Procedures

If bullying is reported

- All bullying incidents must be reported to any member of staff who will then deal with the situation as a matter of urgency.
- A clear account of the incident will be recorded and given to a senior member of staff.
- The senior member of staff will investigate the incident further by interviewing all pupils involved, in consultation with the Class Teacher.
- The Headteacher will be informed.
- A record of the individuals' viewpoints will be recorded and kept in a central file in the Headteacher's office and in the pupils' record files.
- The outcome will be decided by the senior member of staff in collaboration with the class teacher.
- Parents of victim and perpetrator will be informed and involved as appropriate.
- Sanctions will be put into effect as laid out in the school Behaviour Policy.
- If the problem persists the whole staff will be informed of the situation.

Support for affected pupil

- The pupil will be given an immediate opportunity to talk about the experience with their class teacher or member of staff of their choice.
- They will be assured that the situation is being dealt with.
- The pupil will be advised upon appropriate strategies to deal with bullying, e.g. speaking out assertively.
- They will receive an apology from the bully.
- Steps will be taken to restore the pupil's self-esteem and confidence.
- The pupil will be encouraged to report any further bullying incidents immediately.
- The pupil's parents will be advised of the steps being taken.

Action for bullying pupil

- The pupil will be spoken to by a senior member of staff regarding the unacceptable nature of bullying.
- Attempts will be made to discover why the pupil became involved.
- The bully will be expected to make a genuine apology to the victim.
- The appropriate sanction related to the severity of the incident will be explained and implemented.
- Strategies will be put in place to try to help the pupil change his/her behaviour.
- The parents will be informed and asked to support the action being taken by the school.

Follow-up to incident

- The victim's welfare will be discreetly monitored by the Class Teacher.
- Further support will be provided for the victim as appropriate, e.g. through work with the school's Learning Mentor.
- The bullying pupil's behaviour will be closely monitored and improvements praised.
- Appropriate reconciliation between the pupils will be encouraged.

In the majority of cases we would hope that parents will support any action that is taken as a result of bullying. However, if a parent does not agree with the action taken by the school they should contact the Headteacher or Chair of Governors directly.

Awareness and Prevention of Bullying throughout the School

Within the curriculum the subject of bullying and its unacceptability is regularly addressed through the Social and Emotional Aspects of Learning (SEAL); Circle Time, Assemblies and other subject areas as appropriate.

Monitoring, Evaluation and Review

This policy will be promoted and implemented throughout the school. Its effectiveness will be monitored regularly by the Leadership Team and updated as necessary to meet the changing needs of the school. It will be reviewed at least annually as part of the school's cycle of monitoring.