



Anti-Bullying Policy

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VISION & VALUES OF ST JOHN AND ST JAMES

Our vision is to create an inclusive community of aspirational learners, children, families and colleagues, working collaboratively and respectfully within a happy, nurturing environment where all flourish and achieve. Pupils are given extensive opportunities through an exciting and engaging curriculum, through which our Christian values are woven.

**'I have come that they may have life, and have it to the full'.
John 10 verse 10**

Policy Aims

Our Anti-Bullying policy has been written to support our vision to create an inclusive community where all feel valued and empowered to implement change towards enabling life in all its fullness. A place where mistakes, forgiveness and change are in abundance and children develop a strong understanding of what is right and wrong, fair and unfair.

This policy seeks to facilitate all to live out our values of respect, community, forgiveness, thankfulness, perseverance and peace, learning from mistakes and reflecting on all that has been said and done. Through fully understanding each other and implementing sanctions and consequences, we aim to initiate change and facilitate restorative justice so that all may flourish and live well together.

Bullying is anti-social behaviour 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, protected characteristic taunts)
- emotional (e.g. spreading rumours, excluding someone from social groups, tormenting)
- Racist – racial taunts, graffiti, gestures
- Cyber - all areas of internet such as: email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

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 marks, 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;
- seems anxious when using the internet or mobile phone;
- is nervous and jumpy when receiving messages on the phone or online;

This is not a complete list but these and other signs or changes to behaviour may indicate that bullying is happening. They may also be signs of other problems, but bullying should be considered a possibility and therefore the cause of the above investigated. All changes to behaviour or disclosures of bullying should be reported on My Concern, safeguarding software as per the schools Child Protection and Safeguarding Policy.

Bullying outside school hours

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by pupils in this school, or by pupils of other schools or on pupils' journey to school.

We encourage pupils to tell us about incidents that happen inside and outside school so that we can:

- raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc;
- alert colleagues in another school whose pupils are bullying off premises;
- map safe routes to school in the event of a pupil being bullied on their journey to school; offer pupils strategies to handle bullying off the school premises

How to report Bullying

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. There are a number of ways that bullying can be reported:

- By email to the school office at office@stjohnandjames.enfield.sch.uk
- By using the 'Report Bullying' tab on the website <https://www.stjohnandjames.enfield.sch.uk/school/policies/>
- By making an appointment with a member of the Senior Leadership Team
- A child or parent can report bullying to any member of staff at any time and feel confident that it will be dealt with effectively.

Procedures

All bullying incidents must be reported to any member of staff who will then pass it on to a member of the Senior Leadership Team, who will deal with it as a matter of urgency.

Proactive

At St John and St James we take a number of proactive strategies to ensure that awareness is raised:

- peer mentoring
- friendship resolution meetings/drop ins with the school counsellor
- regular assemblies
- pupil questionnaires
- positive behaviour management strategy
- staff training
- worry boxes
- effective parental communication
- anti-bullying weeks
- effective links with the curriculum

Reactive

If bullying is reported

- A clear account of the incident will be recorded electronically and shared as appropriate.
- The senior member of staff will investigate the incident further by interviewing all pupils involved, in consultation with the Class Teacher.
- Parents or carers of the victim will be informed that an allegation has been made or is suspected.
- The Headteacher will be informed, if not already involved at this stage.
- There will be a meeting to discuss whether there is a case of bullying.
- If it is perceived not to be bullying, the school behaviour policy will be followed.
- If it is deemed to be bullying, the senior leadership team will agree an action plan to address all parties.

- The school will encourage full parental engagement, in extreme cases this could lead to suspension or exclusion. Sanctions will be put into effect as laid out in the school Behaviour Policy.
- Parents of victim and perpetrator will be informed and involved as appropriate.
- A record of the individuals' viewpoints will be recorded and held electronically.
- If the problem persists all key adults 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 have the opportunity to receive an apology from the bully through a restorative supervised meeting.
- Steps will be taken to restore the pupil's self-esteem and confidence, this may include sessions with the in-school counsellor.
- 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, through a supervised restorative meeting.
- 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 Counsellor.
- 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 in our Jigsaw programme; 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.