



St John's CE Primary School

Anti-bullying Policy

November 2023

Introduction

Our School Vision is underpinned by the Bible Verse John 10:10. 'That they shall have life, life in all its fullness.' This verse acts a reminder that it possible for everybody to have a full life. Within our caring Christian community we aspire to challenge everyone to achieve more than they ever thought possible and live their life in all its fullness through an extensive menu of enriched learning opportunities both within the classroom and beyond.

At St John's CE Primary School we believe that our vision and our Christian Values of Wonder, Excellence, Love and Forgiveness are an important part of creating an environment where everyone feels valued and is treated with dignity and respect, regardless of gender, race, age, sexuality, beliefs or ability.

Aims and purpose of the policy

- to ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour;
- to create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable;
- to ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur;
- to inform pupils and parents of the school's expectation and to foster a productive partnership which helps to maintain a bullying-free environment;
- to outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- verbal (e.g. name calling, ridicule, comments)
- cyber (e.g. messaging, social media, email)
- emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- visual/written (e.g. graffiti, gestures, wearing racist insignia)
- damage to personal property
- threat with a weapon
- theft or extortion

Bullying can be based on any of the following things:

- race (racist bullying)
- sexual orientation (homophobic or biphobic)
- special educational needs (SEN) or disability
- culture or class
- gender identity (transphobic)
- gender (sexist bullying)
- appearance or health conditions
- religion or belief
- related to home or other personal circumstances

- related to another vulnerable group of people

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the behaviour log and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti bullying interventions.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents, carers, and pupils must be vigilant to bullying outside school and report and respond according to their responsibilities outlined in this policy.

Reporting bullying

St John's CE Primary School is committed to dealing with and reducing bullying. We encourage children to let staff, other pupils or families know if they are being bullied. We have playground buddy systems, a trusted adult with whom each child can speak, a commitment to keep talking about it and we support the Anti- Bullying week.

Responding to bullying

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached:

- a clear account of the incident will be recorded and given to the Headteacher or Deputy;
- the Headteacher/Deputy will interview all concerned and will record the incident;
- class teachers will be kept informed;
- parents/ carers will be kept informed;
- sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the behaviour policy;
- the Headteacher will produce termly reports summarising the information which will be reported to the governing body.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- being reassured;
- offering continuous support;
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened;
- discovering why the pupil became involved;

- establishing the wrong doing and need to change;
- informing parents/ carers to help change the attitude of the pupil.

Staff Responsibilities:

- to foster by example the values we as a school believe in;
- to promote the use of a range of teaching and learning styles and strategies which challenge bullying;
- to implement procedures to confront bullying in any form;
- to listen to all parties involved in incidents and investigate as fully as possible;
- to take appropriate action, or refer the matter to the Headteacher for further action;
- to record and inform parents/ carers of bullying incidents;

Sanctions:

- yellow/ red cards as appropriate;
- behaviour charts;
- involvement of parents and carers/other agencies;
- loss of privileges;
- withdrawal from lunchtimes/playtimes;
- fixed or permanent exclusion from school (in extreme cases).

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective Worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions. Circle Time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes (such as the Learning Council, Play Leaders and buddy system) offer support to all pupils.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups through the school council, pupil questionnaire and equality objectives.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, ministers, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The headteacher is responsible for monitoring the policy on a day-to-day basis. The headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.