St John's CE VA Primary School

Anti-Bullying Policy

At St John's School we are:

Loved by God. Learning with Jesus. Living by the Spirit.

Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. This policy is designed to ensure that pupils are encouraged to report bullying and that as a school we are alert to signs of bullying and endeavour to act promptly and firmly against it.

1. Aims and Objectives of this Policy

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through clear school policies and appropriate personal, social and health education.
- To show commitment to overcoming bullying by practicing zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To ensure that pupils develop the self-esteem to speak up when confronted with bullying behaviour.

2. What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be short term or continuous over long periods of time.

Bullying can be defined as:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
Physical	pushing, kicking, hitting, pinching, throwing stones, biting, hitting, punching or any use of violence, taking or hiding someone's things
Racial	racial taunts, graffiti, gestures, making fun of culture and religion
Sexual	unwanted physical contact or sexually abusive or sexist comments
Homophobic	because of, or focussing on the issue of sexuality

Verbal	name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
Cyber bullying	sending offensive text messages/emails, internet chat, facebook misuse, misuse of associated technology ie. Camera and video facilities, iPad, games consoles, AI
Disability Discrimination	Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

3. Bullying is not…

It is important to understand that bullying is not the **odd occasion** of falling out with friends, name calling, arguments or when the **occasional** trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset.

When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

4. Bullying of children with Special Educational Needs

St John's CEVA Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

We have some children who have physical disabilities, and some who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

5. Responsibilities Senior Leaders

- To ensure that procedures are in place to confront bullying in any form
- To liaise with parents
- To monitor the effectiveness of procedures
- To hold records of any concerns on MyConcern
- To hold records of all investigated incidences on MyConcern

6. All staff

- To implement the school's agreed procedures to deal with bullying in any form
- To take appropriate action, or refer the matter to the Headteacher for further action

- To investigate as fully as possible and listen to all parties involved in incidents
- To contact parents to tell of the outcome and how the matter will be resolved.
- To record bullying incidents and pass to HT/DHT

7. Teaching staff

- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To record bullying incidents through the correct procedure (MyConcern) and retain records for monitoring purposes. Staff to be accountable and ensure follow up has been conducted and recorded.
- To promote the use of interventions which are least intrusive and most effective.

8. Monitoring, Evaluation and Review

The senior leadership team will monitor this policy on an ongoing basis and the Headteacher will report to governors, when required, on its effectiveness.

The staff will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

9. Linked Policies

Due to the focus and purpose of this policy, there are also direct and intrinsic links to the following:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Collective Worship Policy
- Curriculum Policy
- SMSC Policy
- SRE Policy
- Equalities Policy
- Science Policy
- RE Policy
- PE Policy
- SEN Policy
- Low Level Concern Policy
- Supporting children with medical conditions

Please also refer to those named policies for more comprehensive information.

		Date
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