



SAINT JOHN'S

# ANTI-BULLYING POLICY

Autumn 2020

Designated Member of Staff	Inclusion Lead
Committee with responsibility	Curriculum and Standards
Date of Issue	Autumn 2020
Frequency of Review	Annual

Issue Number	Issue Date	Summary of Changes
1	December 2021	Review and re-formatting of the policy

## ANTI -BULLYING POLICY

We are committed to providing a listening, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere both academically and socially. Bullying of any kind, including cyber-bullying, goes against our Christian values and is unacceptable at our school. If bullying does occur, all pupils are encouraged to tell, in the knowledge that incidents will be dealt with promptly, compassionately and effectively. We are an inclusive and open school. This means that *everyone* who knows that bullying is happening is expected to tell the staff.

### What Is Bullying?

Bullying is doing something to hurt other people and is repeated over time.

Bullying behaviours are actions that intentionally hurt people physically, emotionally or psychologically and they include:

- verbal aggression, intimidation or disrespect
- physical aggression intimidation or disrespect
- verbal or physical control of others
- disrespect
- exclusion from groups
- psychological abuse (mental and emotional)
- racism
- homophobia
- xenophobia

They occur face-to-face or virtually and...

- **S**everal
- **T**imes
- **O**n
- **P**urpose

At Saint John's, staff, parents and children work together to create a happy, caring, learning environment and will work together to prevent bullying. They contribute to the development of this policy and know about it. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

**Bullying can be brought to the attention of staff either by the victim(s), their friends, their parent(s) or other interested people.**

<p><b>The following can be approached by pupils:</b></p> <ul style="list-style-type: none"><li>• Anti-Bullying Ambassadors</li><li>• Class teacher / member of staff</li><li>• Member of the school community</li></ul>	<p><b>The following can be approached by parents:</b></p> <ul style="list-style-type: none"><li>• Class teachers</li><li>• Inclusion Leads</li><li>• Senior Leaders</li></ul>
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## **Strategies for dealing with bullying**

Appendix 1 lays out the list of actions that staff will adopt, depending on the seriousness of the situation. Teachers developed this Flow Chart and know how to use the approaches that it outlines.

The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully. Therefore, we have made clear the support that we offer to pupils who experience bullying behaviour and to pupils who demonstrate bullying behaviours.

### **Pupils who are vulnerable to experiencing bullying behaviour and to demonstrating bullying behaviours include those experiencing:**

- **Personal insecurity or worries** (*they may be concerned about others judging them, picking on them or pointing out failings*)
- **Loss of power or status** (*they could experience bullying themselves*)
- **Challenging personal circumstances** (*for example, trauma, family relationships...*)
- **Lack of knowledge or understanding of others** (*such as not knowing that some jokes or comments may hurt some people and not others*)
- **Difficulties with accepting unique qualities in others** (*such as physical, cultural, social, financial, learning, developmental or sexual differences*). They may have these unique qualities and need the support of others to feel accepted and included.

### **In order to identify incidents of bullying and the identities of bullies, at Saint John's we have agreed to carry out the following strategies:**

- All staff watch for early signs of distress in pupils
- All staff listen, believe, act
- Establish with all pupils the school's definition of bullying and the behaviours that are linked with bullying
- Encourage pupils and parents to inform staff members of concerns regarding bullying behaviour
- Encourage pupils to inform Anti-Bullying Ambassadors of concerns regarding bullying behaviour
- Provide a dedicated email address ([anti-bullying@st-johns-pri.gloucs.sch.uk](mailto:anti-bullying@st-johns-pri.gloucs.sch.uk)) for pupils who don't feel able to use either means of communication
- Display posters in school advertising these measures and dissuading children from bullying
- Display the Childline telephone number on the school noticeboard and in each classroom

### **We also use these strategies to prevent bullying:**

- Promoting our Christian Values
- Providing opportunities to learn about bullying, friendships and relationships in Personal Social Health Citizenship Education
- Discussing definitions of bullying in class

- Establishing class rules
- Reinforcing learning through stories and songs in assemblies
- Positive Behaviour Rewards
- Encouraging positive play at breaktimes and lunchtimes
- Regular monitoring of the Bullying Box by the Anti-Bullying Ambassadors
- Promoting an 'Open Door' policy for pupils to report concerns

## **Cyber-Bullying**

**Definition:** Cyber-bullying is using technology to hurt other people and is repeated over time.

At Saint John's we ensure safe use of technology through rigorous security settings and close monitoring. Only KS2 pupils are permitted to carry mobile phones to school; a contract has to be signed by pupils and parents and phones have to be handed in to the school office on arrival.

## **Review and Development**

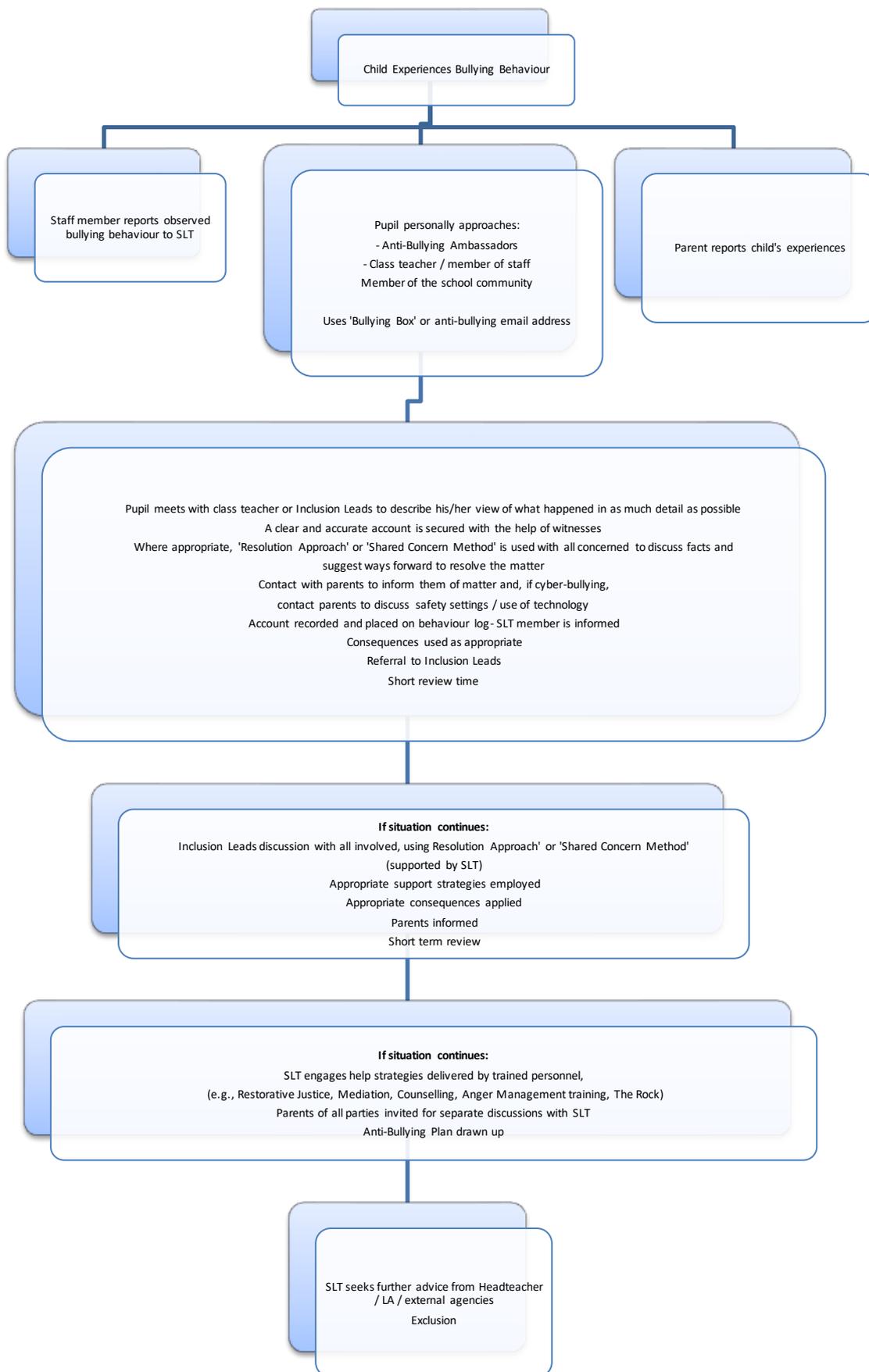
This policy will continue to be reviewed and developed by the school's Anti-Bullying Steering Group in consultation with pupils and parents.

Updated versions will be discussed and approved by the Full Governing Body on an annual basis.

## **To be read in association with the following policies:**

- Behaviour
- Safeguarding
- E-Safety

# Appendix 1



## Appendix 2

### Cyber-Bullying

**Definition:** Cyber-bullying is using technology to hurt other people and is repeated over time.

**We regard the following to be cyber-bullying behaviours:**

- **Abusive comments**, rumours, gossip and threats made via digital communications and/or technologies - this includes internet gaming.
- **Sharing pictures**, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- **Hacking** into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- **Creating social media accounts, pages, chat rooms and posts** that intend to harm, make fun of someone or spread malicious rumours.
- **Pressurising** someone to do something online they do not want to such as sending personal images.

**In addition to the responses outlined in Appendix 1, we support pupils who experience cyber-bullying and their families in the following ways:**

- Encouraging them to keep copies of anything that may be regarded as cyber-bullying
- Discussing with pupils who demonstrate cyber-bullying behaviours the impact of their actions and reminding them of the legal implications of their actions
- Talking with families about these issues and how online activity can be monitored and supervised at home

**We also use these strategies to prevent cyber-bullying:**

- Regular online safety lessons
- Reminding pupils of safe internet use during computing lessons
- Promotion of online safety in assemblies
- Rigorous security settings and close monitoring of online activity in school
- Making the Internet Safety Booklet available online to families and providing regular reminders regarding online safety in the school newsletter (at least three times per year).

## **A Summary:**

### **Support strategies for pupils who experience bullying:**

- Reassurance
- Meet / play with Ambassadors
- Meet/play with new friends
- Adult support at breaktimes / lunchtimes
- Regular meetings with Pastoral Support
- Counselling
- Self-esteem/resilience training

### **Support for pupils who who demonstrate bullying behaviour**

- Counselling
- Anger Management training
- Self-esteem training

### **Potential Consequences for pupils who demonstrate bullying behaviour:**

- Time Out
- Reflection Sheet
- Supervision of free time by teacher
- Daily Report
- Verbal Warning
- Internal Exclusion, supervised by SLT member