SAINT JOHN'S

ANTI-BULLYING POLICY

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
2	May 2023	Reviewed and ratified at FGB T5

ANTI -BULLYING POLICY

Saint John's CE Primary School is a place "where we all flourish". This impacts all that we do and the policies and practices we have in place. 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 defined as a repeated, deliberate and targeted act which physically or emotionally harms another person, usually involves an imbalance of power and is done several times on purpose. It can happen face to face or online.

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)
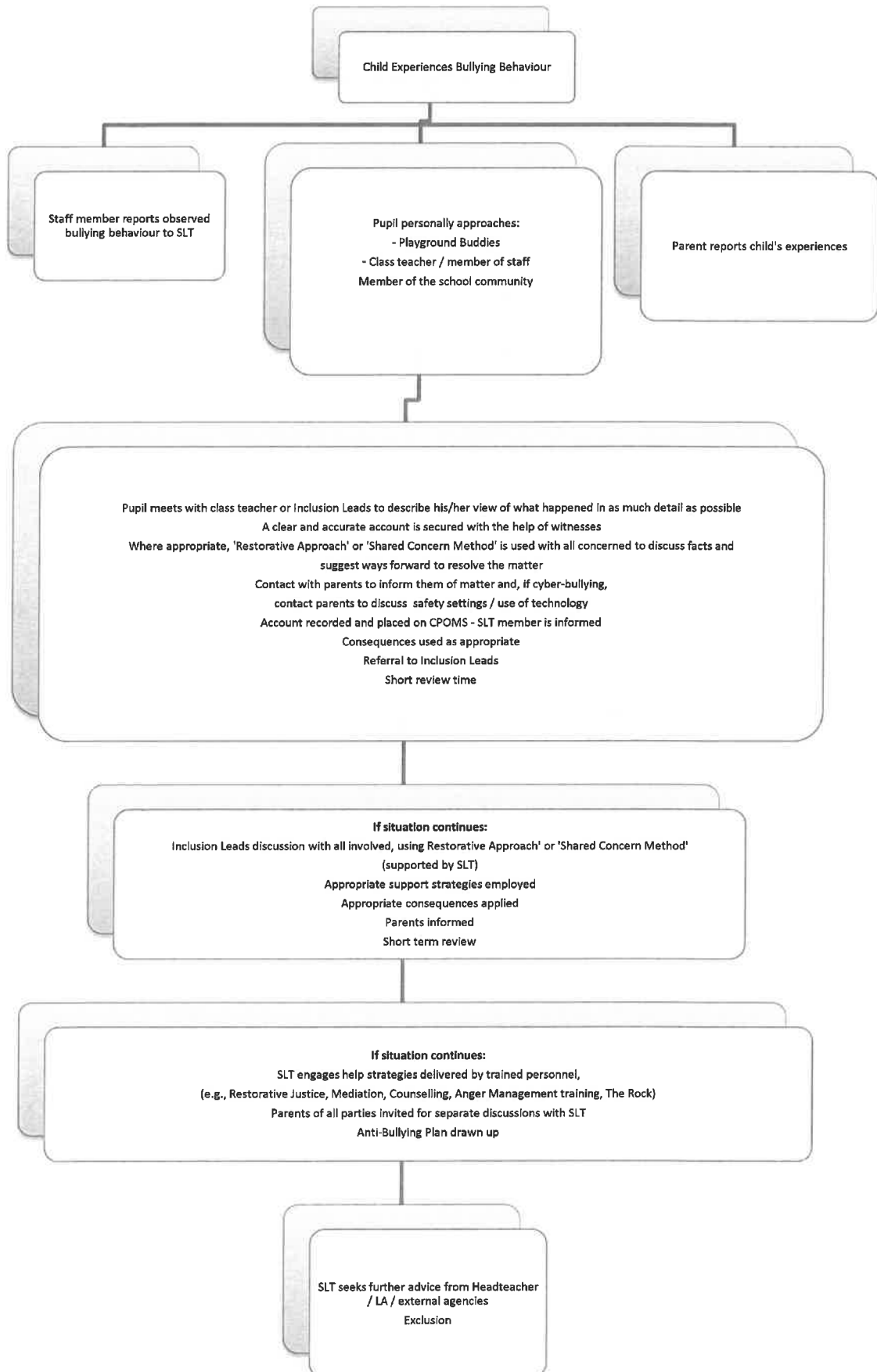- racism
- homophobia
- xenophobia

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.

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

Procedures for dealing with bullying

Child Experiences Bullying Behaviour

Staff member reports observed bullying behaviour to SLT

Pupil personally approaches:
- Playground Buddies
- Class teacher / member of staff
Member of the school community

Parent reports child's experiences

Pupil meets with class teacher or Inclusion Leads to describe his/her view of what happened in as much detail as possible
A clear and accurate account is secured with the help of witnesses
Where appropriate, 'Restorative Approach' or 'Shared Concern Method' is used with all concerned to discuss facts and suggest ways forward to resolve the matter
Contact with parents to inform them of matter and, if cyber-bullying, contact parents to discuss safety settings / use of technology
Account recorded and placed on CPOMS - SLT member is informed
Consequences used as appropriate
Referral to Inclusion Leads
Short review time

If situation continues:
Inclusion Leads discussion with all involved, using Restorative Approach' or 'Shared Concern Method' (supported by SLT)
Appropriate support strategies employed
Appropriate consequences applied
Parents informed
Short term review

If situation continues:
SLT engages help strategies delivered by trained personnel,
(e.g., Restorative Justice, Mediation, Counselling, Anger Management training, The Rock)
Parents of all parties invited for separate discussions with SLT
Anti-Bullying Plan drawn up

SLT seeks further advice from Headteacher / LA / external agencies
Exclusion

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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, we have agreed to carry out the following strategies at Saint John's:

- 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 Playground Buddies of concerns regarding bullying behaviour
- Provide different ways for pupils to raise concerns regarding bullying behavior e.g. notes to staff rather than a conversation
- 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 PHSE (Personal Social Health Education)
- Discussing definitions of bullying in class
- Establishing class rules
- Reinforcing learning through stories and songs in collective worship
- Positive behaviour rewards
- Encouraging positive play at breaktimes and lunchtimes
- Promoting an 'Open Door' policy for pupils to report concerns

Cyber-Bullying

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, 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 familes 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 online safety information available on the website

To be read in association with the following policies:

- Behaviour and Relationships
- Safeguarding
- E-Safety
- Acceptable Use