

# St John's C of E Primary School



## Anti Bullying Policy

At St John's C of E Primary School, we are committed to providing a safe, caring, friendly and warm environment for all our children. This will ensure that they can learn and play while feeling safe and secure. The anti-bullying policy and practice plays an important role in this.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take incidents of bullying very seriously. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At St John's C of E Primary School, we acknowledge that bullying does happen from time to time; it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell a trusted adult and know that incidents will be dealt with promptly and effectively in accordance with our anti bullying policy. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell staff.

### **Aims and Objectives of this Policy:**

This policy aims to:

- Promote a secure and happy environment that is free from threat, harassment and any type of bullying behavior
- Ensure all teaching and non-teaching staff, pupils and parents have a clear understanding of what bullying is
- Inform children and parents of the school's expectations and to foster a productive partnership that helps to maintain a bully-free environment
- Identify and deal with incidents of bullying consistently and effectively

### **What Is Bullying?**

***'Threatening behaviour that happens several times on purpose (STOP). Bullying can be physical or emotional and is upsetting, worrying, frightening and hurtful to people.'***

### **Types and Forms of Bullying**

Bullying can be related to (but is not limited to):

- Race, religion or culture – including taunts, graffiti and gestures.
- Sexism or sexual bullying
- Sexual orientation

- Special Educational Needs or disabilities
- Appearance or health conditions
- Young carers or looked after children

Bullying can be (but is not limited to):

- Emotional; being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical; pushing, kicking, hitting, punching or any use of violence
- Verbal; name-calling, sarcasm, spreading rumours, teasing
- Sexual; unwanted physical contact or sexually abusive comments
- Cyber-bullying:
  - Defined as an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly and over time against a victim who cannot easily defend him or herself.
  - Cyber-bullying can take many forms such as text message bullying, picture/video clip bullying, email bullying, chat-room bullying, phone call bullying (via mobile phone), bullying via websites and bullying through instant messaging.

Bullying can be described as a deliberate act to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

### **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 carried out 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, although it may be something that school staff help to resolve. 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. Genuine bullying involves systematic and frequently repeated acts that focus on one or more individuals.

### **Where does bullying happen?**

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall and in the playground. It can happen on the internet or on mobile phones. This is called 'Cyber Bullying'. Bullying may also happen on the way to and from school. In such cases, the Executive Principal and Head of School are empowered by law to deal with such incidents but will do so in accordance with the school's policy.

At St John's C of E Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community / Early Help Police Officer about problems on the streets.

- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises.
- Discuss coping strategies with parents.
- Talk to the children about how to handle or avoid bullying outside of the school premises.

### **Different roles within bullying:**

**The Ring Leader:** the person who through their social power can direct bullying activity

**Reinforcer:** the person who gives positive feedback to the bully, perhaps smiling or laughing

**Bystander:** the person who stays back or stays silent and appears to condone or collude the bullying behavior.

**Defender:** the person who tries to intervene to stop the bullying and who comforts children who experience bullying.

### **Signs and Symptoms:**

A child may indicate, by different signs or behavior that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child displays any of the following:

**Physical:** unexplained bruises, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches and bedwetting.

**Emotional:** losing interest in school, becoming withdrawn, secretive, unusual shows of temper, refusal to say why they are unhappy, high levels of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches or stomach aches and signs of depression,

**Behavioural:** coming home for lunch, taking longer to get home, asks for more money, uses different routes to school, 'losing' items, sudden changes in behavior and mood, concentration difficulties and truancy.

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

### **What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

Some useful strategies are listed below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.

- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a carer, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and hand it to them.
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't blame yourself for what is happening.
- Call a helpline.

**What can you do if you see someone else being bullied?  
(The role of the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to them.
- Call a helpline for some advice.

**What should Parents do if they feel their child is being bullied?**

If a parent feels that a child is being bullied they should report this immediately to school. Any parent contacting the school concerned with bullying will be taken seriously.

**Procedures for staff - reporting and responding to bullying incidents:**

All staff will respond calmly and consistently to all allegations and incidents of bullying at St John's C of E Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following procedures will be actioned where appropriate for reporting and responding to bullying allegations or incidents:

- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem - solving approach
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully (bullies) understand and change his / her / their behaviour.
- Any incidence will be recorded by staff on the standard Incident Report Sheet. This will also be uploaded to CPOMs.
- Parents will be informed and will be invited to come in to school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Bullying incidents will be discussed regularly at staff meetings.
- School will report any serious incidents to the Governing Body.
- If necessary and appropriate, the Child Protection Officer in school, Social Services or the police will be consulted.
- SLT are responsible for coordinating the recording and reporting of incidents

**The following sanctions may be used:**

**If a report is deemed to be bullying, a member of the SLT will organize the following:**

- Apologise to the victim(s) verbally or in writing
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum
- Fixed term exclusion
- Permanent exclusion
- Receive blue or red sky sanction

The purpose of sanctions is to:

- Address that bullying is not acceptable behavior
- Deter the bully from repeating the behavior
- Signal to other children that bullying will not be tolerated and deter them from doing it.

**Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

As a school we support anti-bullying by:

- Taking part in Sandwell's annual Antibullying week each November
- Giving consistent messages that bullying is unacceptable and will not be tolerated
- Expect staff and children to model positive behaviours
- Give a clear message about the responsibility of the bystander, so that if any children witness bullying behavior they will report it
- Raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Provide opportunities for the children to discuss bullying, either openly (e.g. in circle time) or in confidence, using the class "Worry Monster" to inform a member of staff.
- Ensure adequate supervision on the playground.
- Recognise that lunchtime staff have a key role, as bullying is more likely to occur during lunchtimes. Lunchtime staff are trained to anticipate potential issues, actively looking for children experiencing difficulties in maintaining friendships or are on their own.
- Involve the School Council on issues relevant to Anti-Bullying.
- Ensure all staff understand the Anti - bullying policy
- Ensure that all parents have access to a copy of this Anti-Bullying policy.
- Ensuring all pupils have a trusted adult(s) within school who they feel comfortable to talk to or report bullying to

### **Supporting Victims and Bullies**

#### **Staff will:**

- Discuss with the victim what support they feel they need.
- Arrange for an apology to be made to the victim by the bully.
- Consider support for the victim e.g. support from Family Support Worker to restore self-esteem and confidence, Nurture Group support, parental support and support from outside agencies, to ensure that the victim does not suffer any long - term effects
- Consider support for the bully e.g. support from Family Support Worker, nurture group, referral to an external agency or to the police (for actual or attempted extortion)
- May implement a behaviour programme for the bully so as to change or modify behaviour rather than label anyone as a bully.

### **Sources of further information, support and help**

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

<b>Name of Organisation</b>	<b>Telephone Number</b>	<b>Website</b>
Act Against Bullying	Not available	<a href="http://www.actagainstbullying.org">www.actagainstbullying.org</a>
Anti - bully	Not available	<a href="http://www.antibully.co.uk">www.antibully.co.uk</a>

Anti Bullying Alliance (ABA)	Not available	<a href="http://www.antibullyingalliance.org.uk">www.antibullyingalliance.org.uk</a>
National Bullying Helpline	0300 323 0169	<a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a>
Childline	0800 1111 (helpline for children)	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Childnet	Not available	<a href="http://www.childnet.com">www.childnet.com</a>
Kidscape	07496682785	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
NSPCC	0808 800 5000	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>

Date policy reviewed October 2023