



# **St Johns C of E Primary Academy**

## **Anti- Bullying Policy**

**Author:** Sarah Cockshott

**Date of issue:** September 2021

**Review date:** September 2022

### **Key Personnel**

**Principal:** Sarah Cockshott

**Chair of Governors:**

**St. John's C of E Primary Academy**  
**Anti-Bullying Policy**

**Our School Ethos**

The staff, children and parents are very proud that our school is described as a friendly school with a family feel. We are fully committed to ensuring that our children are happy, safe and capable.

Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment – in the playground, corridors, classrooms, and beyond the school gates.

The knowledge and values that children are taught in lessons are reinforced by staff and older pupils setting an excellent example to others.

**We aim to:**

- To develop within our pupil's moral values and the capacity to distinguish between right and wrong
- To develop independent and happy pupils.
- To create an environment in which pupils and staff have respect for the person as an individual
- To develop a school where pupils can learn and teachers can teach in an atmosphere free from disruptive behaviour
- Take all allegations of bullying issues seriously
- Investigate all incidents thoroughly and with vigour
- Ensure bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of any incident, investigation and outcomes
- Ensure that action is taken to prevent further incidents
- Offer support to the bully and the victim

**The Principal and staff will:**

- Promote and praise high standards of behaviour.
- Enforce the school behaviour policy.
- Ensure that anti-bullying remains a high profile in the school.
- Assure all children that their 'voice' will always be heard and appropriate action will be taken. That all staff know the procedure for listening to children's concerns.

- Ensure that anti-bullying systems are in place at the school and are secure and adhered to. Areas where pupils have reported to be feeling vulnerable, isolated or where previous incidents have taken place are monitored.
- Ensure all staff are aware of anti-bullying principles.
- Ensure pupil break and lunchtimes are adequately staffed and that staff are aware of areas which are reported to be places in which children feel isolated or vulnerable or where previous incidents have taken place.
- Investigate bullying incidents thoroughly and involve both the bully and the victim.
- Assist the bully in recognising his/her unsociable behaviour and offer support to change such behaviour.
- Respond appropriately to parents concerns re: reasonable bullying allegations and keep them informed of the school actions.

### **Responsibility of Parents and bystanders**

We encourage children and parents to work against bullying and report any incidents of bullying at school or outside school:

- If they see someone being bullied
- If they themselves are being bullied

We expect that parents or bystanders approach school staff and report any concerns confidentially to a member of the school senior management team or the Principal directly.

Senior Management Team are:

Mrs.Cockshott (Executive Principal),Mrs. Brennan (Phase 1 Lead / Assistant Principal), Mrs. Chesters (Phase 2 Lead / Assistant Principal). You can also contact Mrs. Emma Jones our Family Support Worker.

It is not advised to approach the perpetrator or their families as the alleged incident must be investigated fairly and sensitively to protect all involved.

Other children within school that may witness, suspect or notice something that they believe goes against our general school ethos should approach school staff or the Principal directly. We encourage the children to be supportive of their peers and respectful.

## **School Procedures:**

Action may include:

- Thorough investigation
- Impositions or sanctions
- Obtaining an apology
- Mediation as appropriate
- Counseling sought or recommended as appropriate
- Informing parents of both the bully and the victim
- Providing appropriate training for staff
- Ensuring parents are kept well informed e.g. the school complaints procedure
- A programme of PHSE (Physical, Health, Social and Emotional studies), discussion and reflection as appropriate
- Class teacher's observations will be monitored by the Senior Management Team (SMT).

All complaints from children to be relayed to the child's class teacher with urgency.

The child's class teacher will record the nature of the incidents. If there is any indication of bullying a member of the Senior Management Team must be alerted and informed.

Investigation will take place through-discussion with all children involved. Relevant findings to be forwarded to the Principal (unless the principal is conducting the investigation herself).

The Principal will investigate thoroughly and take a written record of discussions. The Principal will assess the nature of the complaint, the previous action taken by the school and if necessary take further action.

Senior Management Team will inform parents of child's complaints, school's action and strategies for support. Injecting appropriate support/sanctions for both the bully and victim.

Senior Management Team will monitor both parties in liaison with the Special Educational Needs Coordinator (SENCO) and class teacher  
Complaints from parents re: allegations of bullying must be referred directly to the Principal; who will address the complaint with urgency.

Parents can have access to the Local Authority (LA) official complaints procedure. The Principal will report the incident to the LA using the Standard Incident Report function on Sentinel. This is a termly report sent to the LA.

**The following sanctions may be used:**

- Loss of privileges playtimes/lunchtimes
- Loss of after school participation in events/clubs etc.
- Loss of discretionary/other privileges
- Protective isolation of victim
- Protective isolation of the perpetrator
- Principal meeting with parent/Carer
- Making amends –  
A letter of apology written in their own time  
A verbal apology under direction of the Principal
- Fixed Term exclusion at the Principal's discretion only
- Permanent exclusion at the Principal's discretion only

**Support for bully and victim:**

We will apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils.

- Placement on Special Educational Needs (SEN) register
- Outside agency support
- Individual action plans
- Creation of new friendship groups
- Inclusion in circle time and collective worship
- Principal and Special Educational Needs Coordinator (SENCO) and class teacher fully involved
- Full liaison and monitoring of situation reported to parents/ carers
- A Personal, Health, Social and Emotional programme (PHSE) in place to tackle the underlying issues leading to the incidents

**Other help support and advice:**

- Get connected                      Tel 0800 096 0096
- Kidscape                                Tel 020 7730 3300

## **Bullying outside school premises**

Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or a residential visit.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The Principal will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

## **Definitions of bullying**

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be physical or emotional and it can take many forms (for example, cyber-bullying). Immediate physical safety and stopping violence come first but bullying can also be because of prejudice against particular groups (for example, because of Special Educational Needs, on grounds of race, religion, gender, sexual orientation or transgender status, or because of caring duties).

## **Bullying can be continuing action of the following:**

- Name calling including:

**Derogatory** comments- put downs and belittling comments

**Racist** comments- prejudice over other race or belief in superiority of some races over others.

**Sexist** comments-discrimination or derogatory comments based on a persons sex

**Homophobic** comments- derogatory comments based on unreasoning fear, habitual dislike or lack of understanding of homosexuality or homosexuals.

- Comments related to a **special educational need**- derogatory comments related to a persons ability or emotional needs.
- Comments related to a **disability**- derogatory comments related to a persons physical ability or needs.
- Malicious gossip
- Damaging or stealing property
- Coercion or stealing property
- Violence and assault
- Hitting/kicking
- Jostling
- Teasing/taunting
- Intimidation
- Extortion
- Ostracizing
- Hostile looks
- Cyber bullying

### **Definition of Cyber-bullying**

Cyber-bullying is a form of bullying which has in recent years become more apparent, as the use of electronic device such as computers and mobile phones by young people has increased. It can be 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 can not 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 (vial mobile phone), bullying via websites and bullying through instant messaging.

### **Observing and Monitoring patterns of behaviour**

The school will track behaviour patterns through behaviour reports, pupil timelines and discipline tracking sheets. School's observations will include:

- Unwillingness to come to school
- Withdrawn isolated behaviour
- Complaining about missing possessions
- Refusal to talk about a problem
- Being easily distressed/emotional
- Damaged or incomplete work
- Bed wetting (discovered through parental feedback)

- Feigning illness
- General unhappiness/anxiety fear
- Deterioration in performance
- Increase in warnings
- Decrease in rewards
- Low self esteem

**BULLYING WILL NOT BE TOLERATED AT ST. JOHN'S PRIMARY AND ALL INCIDENTS WILL BE TAKEN SERIOUSLY**

Accepted by Governors:

September 2021

Next Review:

**September 2022**

We will consult with staff, children and parents in order to know if this policy is working. We will monitor the number of incidents of bullying in this school in order to act and change our policy and procedures.