

St James' Church of England Primary School

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ANTI-BULLYING POLICY

*Learn, laugh and live with the love of
God*

Presented to Governors: 3/2/2015 Review date due: Spring 2017

Signed _____ Chair of Governors

_____ Head teacher

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POLICY

Rationale

St James' CE Primary School is committed to a policy of inclusion, to equality and justice within the Christian ethos of our school. We believe that bullying behaviour of any kind is totally unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Our Anti-bullying policy should be read in conjunction with our school's Behaviour Policy.

Purposes

- To establish an agreed and consistent approach to bullying.
- To develop positive relationships between children.
- To foster a caring Christian ethos in school, in which all children feel valued, safe and secure.
- To promote behaviours that help children to keep safe.
- To promote individual self-esteem.
- To ensure pupils' of all ages develop an understanding of what bullying is.
- To ensure that all governors, staff and parents have an understanding of what bullying is.
- To create an atmosphere of a TELLING school, where children can report bullying either of themselves or others and be able to rely on appropriate action taken.
- To assist parents who request advice and to support them.
- To develop positive and appropriate strategies to prevent bullying and to deal with offenders and victims.

Broad Guidelines

1. Staff will always model a caring acceptance of others.
2. Bullying is discussed cross curriculum alongside PSHE related activities.
3. School will participate annually in Anti-Bullying week.
4. All classes subscribe to the Behaviour Policy / Golden Rules within school.
5. There is annual safeguarding training run by the school, this also addresses the issue of bullying.
6. If bullying is happening, staff will find out the facts, talk to the bullies and the victims together and separately.
Recordings will be made through the school gold form system
7. Parents will be called if necessary and their support asked for.
8. Midday supervisors will be trained on matters relating to bullying.

Anti-Bullying Guidance

What is Bullying?

Bullying is the constant and repetitive use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting.
- Physical – pushing, hitting, kicking, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.
- Cyber – All areas of internet e.g. email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking or travelling to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school / feels ill in the morning
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Involving Parents

Parental support is one of the keys to the success of our Anti Bullying Policy. We aim to consult and communicate with parents on a regular basis.

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

Any parent contacting the school with a particular concern will always be taken seriously.

The first point of contact for the parent is the child's class teacher.

The class teacher will follow the following steps.

- Recognise that the parent may be angry or upset
- Keep an open mind – bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred
- Remain calm and understanding
- Make it clear that the school does care and that appropriate action will be taken
- Explain the agreed school procedures and policy and ensure these are followed.

If a parent doesn't feel that the situation has been dealt with adequately by the class teacher then the next stage of the complaints procedure is to contact the SLT / Head teacher

Strategies in School to Prevent bullying Behaviour

Include:

- Making clear links between our Bullying policy and Behaviour and discipline policies
- Gold form system and Head teacher.
- Records of highlighted incidents
- Being aware that even the youngest children can understand the consequences of their own actions
- Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time
- Multi agency work – Involving parents, **outside agencies and the wider community**
- Making use of curriculum opportunities to raise pupil awareness
- Including all staff in training
- Involving governors, parents and staff in our Anti-bullying policy
- Teaching children to say 'no' when appropriate or to get help

Dealing with Reported Incidents of Bullying

At St James' CE Primary School we adhere to 5 key points

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth
4. Adopt a problem solving approach
5. Follow up repeatedly, to check bullying has not resumed. Incident books will be used as an evidence base across school.

If a child has been bullying the action followed will depend on the severity of the incident. At all levels an attempt will be made to help the bully (bullies) change their behaviour. However, a hierarchy of sanctions will be followed which are set out below. Depending on the severity of the incident

We will:

Warn them not to do it again;

Then -If it is serious or the child has repeated the behaviour after being warned they will lose a privilege. This procedure will be dependent on the age of the child and in line with our Behaviour Policy.

Then - Parents/carers will be invited into school to discuss the incidents

Then - Parents will be invited again to review progress and/or to for a final warning before exclusion.

Then - The head teacher may make the decision to exclude the child immediately. The parents then have a right of appeal to the Governing Body and LA

Prevention / Strategies to help change behaviour

As and when appropriate the following will be used

- Writing a set of rules for individuals / groups
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role plays
- Having discussions about bullying and why it matters