

St James' Church of England Primary School

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Management of bullying, harassment and hate incidents

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

Presented to Governors: Autumn 2018 Review date due: Autumn 2020

Signed _____ Chair of Governors

_____ Head teacher

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POLICY

Key Staff

Incidents of bullying, harassment and hate are a primary concern for all staff and should be reported to class teacher in the first instant. However, in the event the behaviour continues the following people play a key role in the management, resolution and follow up to such actions:

Mrs Jan Holmes (Headteacher and Child Protection leader)

Mrs Tina Briers (Assistant Headteacher and behaviour lead)

Mrs Natalie Dawber (Pastoral leader and Early help worker)

Definition of bullying

'Bullying is the behavior by an individual or group of individuals which is repeated over time that intentionally hurts another individual or group either physically or emotionally.'

Bullying can take many forms:

- 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

The 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- becomes withdrawn anxious, or lacking in confidence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.

The Role of school

At St James we take an approach to prevent bullying :

- Making clear links between our Bullying policy and Behaviour and discipline policies
- 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

The Role of the parents and carers

Parental support is one of the keys to the success of our Anti Bullying Policy. Any parents concerned that their child is being bullied should inform the class teacher immediately.

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 they should speak to one of the key people listed in this policy.

Parents and carers have a responsibility to support this policy and actively encourage their child to be a positive member of our school.

The role of the pupil

Pupils are encouraged to tell anybody they trust if they feel that they are being bullied and if the bullying continues they must keep letting people know. They understand that they can tell a buddy or speak to an adult in school that they trust.

Pupils need to treat everyone with respect and show the Christian Values displayed around school. If a pupil is worried about a friend or class mate they should report their concerns to an adult in school that they trust. School councillors take an active part in supporting other children.

E Safety

We recognise that bullying and harassment take place through the use of technology. Staff monitor this regularly and include e-safety lessons through the curriculum and in our focused keeping safe weeks.

Reporting and recording Incidents

Incidents of conflict are recorded by all staff via the yellow form reporting system. If an incident is deemed to be a conflict issue then this will be dealt with by the class teacher and key staff in line with the school's behaviour policy.

If an incident is deemed to constitute bullying, harassment or hate issue against protected characteristics then staff will report it directly to the head teacher and the school will record and report these to the Local Authority. School will do everything in its power to resolve, monitor and follow the incident up as effectively as possible and in line with all available guidance. Reporting to the Local Authority is the school's way of showing commitment and compliance with the duty to eliminate discrimination, harassment and victimisation.