

Anti-Bullying Policy

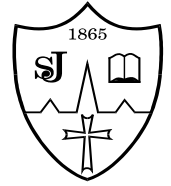
St James' C of E Primary School

Anti-Bullying Policy

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Reviewed June 2017



Introduction

At St James C of E Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so learning can take place in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

- To provide a framework of anti bullying strategies which is supported and implemented by the whole school community, i.e. staff, pupils, parents and governors
- To raise awareness and develop the understanding of governors, teaching and non-teaching staff, pupils and parents as to what bullying is bullying.
- To ensure that the staff know what the school policy is on bullying, and follow it when bullying is reported.
- To ensure that pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To outline procedures that will be followed and action taken when cases of bullying have occurred

Roles and Responsibilities

- The head teacher, in consultation with staff, governors, pupils and parents is responsible for drawing up and monitoring the anti bullying policy.
- All staff are responsible for responding to accusations of bullying from a pupil by informing the Headteacher and supporting the investigational process.
- All pupils have a responsibility to their peers and know to report any forms of bullying to a member of staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying is described by repeated acts against someone else and is deliberate, i.e. **STOP (Several Times On Purpose)**. One off fights (verbal or physical), an argument with a friend are not considered to be bullying. Bullying is when there is an imbalance of power between the bully and victim, power between both is not equal.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting, making unkind comments in regards to disability (e.g. hiding books, threatening gestures, mimicking)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying

Signs and Symptoms of Bullying

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 to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- 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
- feels ill in the morning
- 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.

Procedures

1. Report bullying incidents to staff.
2. All cases of bullying will be reported by staff to the Headteacher who will keep a record of incidents.
3. Where deemed necessary parents will be asked to come into a meeting to discuss the problem
4. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. **In cases which are considered to be a safeguarding or child protection issue, procedures outlined in the school's Safeguarding Policy must be followed.ⁱ**

Outcomes

The Headteacher will be responsible for taking action for bullying incidents.

1. Bullies will be asked to make a genuine apology. Other consequences may take place, including withdrawal of privileges.
2. In serious cases exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. Pupils and parents will be made aware of organisations that they may access should they need advice and support separately to that provided by the school.ⁱⁱ

Prevention

St. James' C of E Primary School addresses issues of relationships, friendship and bullying through discrete teaching in PSHE and Citizenship lessons and during Circle Timeⁱⁱⁱ. In addition issues may be discussed in assembly and R.E and on an informal basis as and when needed by individual pupils. Childline posters, internet safety posters and worry boxes are displayed prominently in school to help ensure that children share their worries with someone. Assemblies linked to bullying and internet safety are shared frequently with children at an appropriate level.

Review and Monitoring of policy

This policy has been developed through discussion/consultation with staff, pupils, parents and governing body. The implementation of this policy will be monitored by the Headteacher and Governing Body.

ⁱ See Safeguarding Policy

ⁱⁱ See appendix 1

ⁱⁱⁱ See PSHE Policy and Scheme of Work

This policy has been adapted for use by St. James' C of E Primary School from © Kidscape 2005

APPENDIX 1

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Kidscape website	www.kidscape.org.uk
Child Line	0800 1111