

# St John's Primary School Anti-bullying Policy

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for each of our pupils so they can learn 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. Everybody has the right to be treated with respect and to feel safe.

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is. All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported. All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

## What Is Bullying?

Bullying is the repetitive intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power (Anti-Bullying Alliance). Bullying is not having a single fight or argument or saying something hurtful to someone once.

The nature of bullying can be:

Emotional	- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	- pushing, kicking, hitting, punching or any use of violence
Sexual	- unwanted physical contact or sexually abusive comments
Verbal	- name-calling, sarcasm, spreading rumours, teasing, use of discriminatory language
Cyber	- using text, email or other social media to write or say hurtful things about someone

Bullying can be based on the following things:

- Race (racist bullying)
- Religion
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group

**No form of bullying will be tolerated and all incidents will be taken seriously.**

## Discriminatory language

Discriminatory language or offensive language is not acceptable and will not be tolerated. It will be challenged by staff and will be recorded as a behaviour incident.

## Reporting bullying

### Pupils who are being bullied:

If a pupil is being bullied they are encouraged not to retaliate but to tell someone they trust about it such as a friend, a family member or trusted adult. They are also encouraged to report bullying incidents in school – to a teacher or other member of staff. They can also call Childline and speak to someone in confidence 0800 1111.

### Staff:

All staff have a duty to report bullying, be vigilant to the signs of bullying and play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform the class teacher or a member of the senior leadership team. The senior leadership team have overall responsibility for the anti-bullying policy.

### Parents and carers:

Parents and carers should look out for signs of bullying such as distress, lack of concentration, feigning illness or unusual behaviour. Parents and carers should encourage children not to retaliate but to report the bullying. Parents and carers can also report the bullying to their child's class teacher or to a member of the senior leadership team.

### Pupils:

Pupils should not take part in any bullying behaviour and watch out for bullying amongst their peers. They should never be bystanders to any bullying, but offer support to the victim of bullying and encourage them to tell a trusted adult.

## Responding to bullying

### ***In dealing with the target of bullying, staff will***

- provide a quiet area where the child feels able to talk
- record what happened
- give clear advice on how to react to/report on incidents
- give support
- keep parents informed
- follow up the child's and/or parents' concerns
- handle any confidential information with sensitivity

### ***In dealing with the child who has bullied another child, staff will:***

- gather evidence, ensuring that all sides are listened to carefully
- reiterate principles of this policy – that any form of bullying is not acceptable
- impose sanctions in line with the behaviour policy
- report the incident to the Headteacher
- plan a programme of support when necessary
- keep parents informed

### ***The Headteacher may:***

- discuss the incident with the Chair of Governors
- use exclusion procedures
- involve outside agencies to support the target of bullying or child who has bullied

## **Bullying outside of school**

Bullying can take place on the way to and from school, before or after school hours, at the weekends or in the holidays. The nature of cyber-bullying can mean that it can impact on children outside of the school day. School will respond to bullying which occurs off the school premises which is either witnessed by or reported to school staff, as stated in this policy.

## **Prevention**

The school will educate children about the definition of bullying, impact of bullying and what to do if they are being bullied or know that someone else is being bullied. Other measures include:

- School assemblies
- PHSE lessons
- School values
- Anti-bullying weeks
- Training of pupil anti-bullying ambassadors
- St John's Promise (school rules)
- Celebrating diversity and challenging stereotypes

Useful websites:

[www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Date Agreed: 8<sup>th</sup> February 2018

Signed:  
(Headteacher)

Date for Review: January 2019