



Policy Name	Anti-bullying Policy			
Date	November 2020	Review Date	November 2022	
Responsibility	FGB	Resources	Curriculum	Headteacher
Committee agreed on:	Signed by:			
FGB agreed/ratified on:	Signed by:			

St. John's Walham Green Church of England Primary School aspires to develop young people who are successful students, independent learners and confident individuals. We strive to ensure that our pupils become responsible citizens with a concern for the well-being of all God's creation.

EQUAL OPPORTUNITIES STATEMENT

St John's School is committed to the principle of equal opportunity for all pupils irrespective of race, religion, gender, language, disability or family background. We believe that equal opportunity is at the heart of good educational practice and challenge any form of discrimination. All staff and governors are responsible for ensuring that we implement this policy.

Statement of Intent

At St John's Walham Green CE Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Neither physical nor verbal bullying will be tolerated at St John's Walham Green CE Primary School. Everyone within our school community is expected to treat others with respect and to value similarities and differences.

What Is Bullying?

We define bullying as the use of deliberate hurtful behaviour over a period of time with the intention of hurting another person. Bullying results in pain and distress and the victim usually can't defend themselves.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: because of or focussing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, excluding from social groups.
- Cyber: All areas of internet such as email & internet chat room misuse, mobile threats by text messaging & calls and misuse of associated technology , i.e. camera & video facilities.

However, it is not bullying if two pupils of equal power and strength have an occasional fall out or quarrel.

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.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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.
- The whole school takes bullying seriously. Pupils and parents are confident that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of possible signs such as a child who:

- is worried about going to and from school
- changes their usual routine, is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering, cries themselves to sleep at night or has nightmares
- feels ill in the morning, school work begins to deteriorate
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong and gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a text/email/chat room message is received.

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

Procedures

- Report all bullying incidents to the relevant staff (e.g. class teacher) and a member of SLT
- All incidents will be recorded by staff using SIMs
- Parents / carers will be informed

- If necessary, a meeting will be arranged to discuss the incident
- If necessary and appropriate, police will be consulted
- The bullying behaviour, or threats of bullying, will be investigated and the bullying stopped quickly
- An attempt will be made to support the bully / bullies to change their behaviour

Outcomes

- The bully / bullies may be asked to genuinely apologise
- Internal or external exclusion will be considered in serious cases
- If possible, the pupil/s will be reconciled
- Following the incident, and subsequent handling of it, each case will be monitored to ensure there is no repetition

Prevention

We address the issue of bullying through a caring ethos established in our assemblies, through class discussions, PSHCE lessons and the class 'worry box.' We encourage children who are bullied physically or verbally to ask for help from staff and other children.

If parents or carers discover that a child is being bullied they must share their worries with the class teacher, Assistant Head, Deputy or Headteacher. In this way the child will be supported, and the bully dealt with effectively.

Staff will remind children regularly that if they feel they are being bullied, that they must tell their parents and teachers. We prevent bullying in the following ways:

- Staff praise children's positive social behaviour.
- Use of the Friendship bench
- Playground Pals
- E-safety week
- Anti-bullying week
- Supporting pupils to develop strategies to solve conflicts constructively
- Staff to be aware and monitor any possible problems

What the school will do.

The school will:

- Take bullying seriously and investigate immediately
- Support the child being bullied
- Involve parents and carers at an early stage
- Investigate the facts of any incident and meet those concerned individually
- Record incidents in a consistent way to facilitate monitoring
- Help pupils to develop positive strategies and appropriate assertive skills

- Support the bully to change his/her behaviour
- Break up bullying groups where necessary
- Use peer group pressure to actively discourage bullying
- Involve pupils in class and school rules through in-class discussion and the School Council
- Involve outside agencies as appropriate
- Provide support for vulnerable children.
- React firmly and promptly when bullying is identified.

When bullying is suspected

If bullying is suspected or reported we will talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified the following action will be taken:

- Help, support and counselling will be given to both the victim and the bully as appropriate.
- The victim will be offered an opportunity to talk about the experience with a trusted adult as soon as is possible.
- Parents / guardians will be informed.
- Continuing support will be offered should he / she feel it is needed.
- Arrangements may be made for escorting to and from the school premises.

We also discipline yet try to help the bully in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bully's parent / guardian.
- By continuing to work with the bully in order to do away with prejudiced attitudes as far as possible.
- By taking disciplinary steps to prevent more bullying.

Monitoring and Reporting Bullying.

All copies of bullying incidents will be kept on a child's electronic file on SIMs.

The Headteacher will report all incidents of bullying to the governing body at termly meetings.

Where parents and pupils can read this policy

This policy can be found on our website www.stjohnsce.lbhf.sch.uk. Parents can also request a hard copy from the school office (there will be a charge for photocopying). Each year during Anti-bullying Week the children are explicitly reminded about our school policy. St John's Walham Green CE Primary School is committed to promoting positive friendships and to preparing children to deal with the complexities of interpersonal relationships.

GUIDANCE FOR PARENTS AND CARERS

We also suggest parents take an active part in their child's social life, know where they are and who they are with, and chat about friends and their activities in and out of school. As well as keeping up to date with your child's friendships you may learn of disagreements or difficulties.

CHILDREN WHO HAVE BEEN BULLIED MAY:

- Be unwilling to attend school
- Be frightened of walking to and from school
- Change their route to school
- Show a change in their classroom behaviour or their work
- Come home with books or personal belongings damaged
- Request money or begin to steal money
- Have unexplained injuries
- Suffer mysterious illness
- Refuse to say what is wrong
- Give improbable excuses to explain any of the above

If parents discover that a child is being bullied they must share their worries with the class teacher initially. This will then be discussed with members of the Senior Leadership team who will address this accordingly. This will both support the child and ensure that the bully is dealt with effectively. We will react firmly and promptly where bullying is identified. There are a range of sanctions available to staff depending on the seriousness of the situation.

GUIDANCE FOR CHILDREN

Remember we will listen.

If you are being bullied here are some things you might try:

- Tell your class teacher
- Write a note in the class 'worry box'
- Get together with friends and say NO loudly to the bully
- Do not fight back: tell a teacher
- If you are in danger get away
- If you are different in some way show you are proud of it – it's good to be an individual

We can all help to stop bullying.

- Don't stand and watch.....get help
- Don't stay silent – if you know bullying is happening – speak up
- Show that you and your friends disapprove
- Give sympathy and support to pupils being bullied
- Be careful not to tease or make personal remarks.....imagine how you might feel
- If you know of bullying that is going on tell a trusted adult or write a confidential note