

St James' C. of E. School

Anti-Bullying Policy

Introduction

At St James' C of E Primary School we believe in the concept of the learning community and lifelong learning. Through our teaching we aim to equip children with the skills, knowledge and understanding necessary to become independent learners, with the ability to make informed choices about the important things in their lives. We believe that appropriate learning and teaching experiences help children to continue to develop and explore their potential.

We are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in relaxed and secure surroundings and form good relationships with each other. We aim to establish and maintain high standards of behaviour and respect for each other. As a Christian foundation we model our values on the example of Christ.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fosters good relations between people who share a protected characteristic and people who do not share it

What Is Bullying?

It is important for the purposes of this policy and our procedures within school that we have a shared and accepted definition of bullying.

Bullying is the repeated, deliberate and sustained mistreatment of another person which makes that person feel afraid or threatened or causes injury or harm.

Bullying can take several forms, including:

- **Emotional** - being unfriendly, rejecting or excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, attempting to humiliate
- **Verbal** - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- **Physical** - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence
- **Racist** - racial taunts, graffiti, gestures, making fun of culture and religion
- **Sexual** - unwanted physical contact or sexually abusive or sexist comments
- **Homophobic** -because of/or focusing on the issue of sexuality
- **Cyber** - may include threats or name-calling via the internet chat rooms, web pages, texts or phone calls. It may also involve the misuse of associated technology such as cameras and video facilities
- Unfavourable or negative comments, gestures or actions made to someone relating to their **disability or special educational needs**.

Bullying should not be confused with one-off disagreements, fights or other incidents that can occur where children are learning, working and playing together and where relationships can undergo frequent change. It is important that children learn how to deal with this change and to form friendships and good working relationships with others.

Aims and Objectives of this Policy

- To ensure that whole school initiative (staff training, celebration assemblies etc.) and proactive teaching strategies (PSHE [Personal, Social & Health Education] lessons, circle time etc.) are used throughout the school to address issues related to bullying.
- To ensure that all members of the school are able to recognise bullying when it occurs and take appropriate action
- To ensure that all identified cases of bullying are dealt with individually according to protocols laid out in the appendices to this policy and in line with the school's behaviour management systems
- To ensure that all governors, teaching and non-teaching staff, pupils and parents/carers have an understanding of the agreed definition of bullying and what they can do if bullying occurs.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- The use of Restorative Practice principles in discussing different behaviours
- Each class agreeing on their own set of class rules
- PSHE (Personal, Social & Health Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Training Y5 or Y6 pupils to be Play Leaders
- Using praise and rewards to reinforce good behavior
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- The use of Restorative Practice principles to support children to resolve their own disagreements and issues at an appropriate level
- The St James' Anti-Bullying Code

Monitoring and evaluation of the policy

To ensure that this policy is effective, it will be regularly monitored and evaluated.

Following an annual review any amendments will be made to the policy and made available on the school website:

www.stjamesmanchester.co.uk

Sources of further information, support and help

Anti-Bullying Alliance (ABA)	www.anti-bullyingalliance.org.uk
Anti-bullying Network	www.antibullying.net
Bully Free Zone	www.bullyfreezone.co.uk
Childline	www.childline.org.uk 0800 1111 (helpline for children)
Kidscape	www.kidscape.org.uk 08451 205 204 (helpline for parents)

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Anti-Bullying Code

If you see someone being bullied:

- DON'T smile or laugh at the situation
- DON'T rush over and take the bully on yourself;
- DO let a teacher or other staff member know;
- DO try to be a friend to the person being bullied;
- DON'T be made to join in;
- DO try to help the bully stop bullying.

If you feel you have been bullied:

- TELL a teacher or another adult in school;
- TAKE a friend with you if you are scared to tell someone by yourself
- TELL your family;
- ASK someone you trust about what to do.
- KEEP telling people until someone listens;
- DON'T blame yourself for what has happened.

Appendix 1

How the school responds to specific allegations of bullying

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. The children have written an **Anti-Bullying Code** for everyone in school to follow.

- Children will know who to talk to, or how to report an incident. This will usually be their class teacher, but it could also be another adult.
- It will be the class teacher who follows up allegations. Any other adult in a position of responsibility should feed back to the class teacher as soon as possible
- The class teacher listens to both parties involved and encourages them to explain their feelings using Restorative Practice principles. This enables the bullying child to reflect on their behaviour, to explain to the bullied child how they will make amends and how they will behave in the future. It also allows the bullied child to explain their feelings.
- An incident involving bullying is recorded on the school's online safeguarding record keeping system - CPOMS
- In all situations of bullying, all of the parents of children involved will be contacted, usually by the Headteacher. They will be informed about what has happened and how the school is resolving the situation.
- The bullied and bullying children are informed that the situation will be monitored by the class teacher.
- If there is no improvement, or further bullying occurs, the parents of both parties may be contacted in order to come into school to discuss the problem and decide on appropriate action
- A follow-up meeting with the parents of any parties involved in a bullying incident will, where appropriate, be arranged
- Serious incidents of bullying will be referred immediately to the Headteacher/Deputy Headteacher
- Support is given to the bullying child and the bullied child to raise their self-esteem and develop appropriate social skills
- If a parent wishes to make enquiries regarding incidents of bullying behaviour which they might suspect or which have come to their attention, they should approach and inform the child's teacher. Where an incident of bullying behaviour appears to the parent to remain unresolved after a period of investigation by the class teacher, the matter should then be reported to the Headteacher/Deputy Headteacher.
- Where cases relating to a pupil remain unresolved at school level, the matter should be referred to the chair of Governors