

St James Church of England
Primary School



Name of Guidance Document	Anti-Bullying
Review Date	April 2024

ANTI-BULLYING POLICY

Statement of Intent

At St James' School, we are committed to providing a caring, friendly, nurturing 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 James' School. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. It is an expectation that *anyone* who knows that bullying is happening is expected to tell the staff. As with safeguarding, everyone has a responsibility to prevent bullying.

What Is Bullying?

We define bullying as the use of deliberate hurtful behaviour over a period of time with the intention of harming another person. Bullying results in either physical or emotional 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 or inappropriate physical contact or sexually abusive comments;
- Homophobic: because of, or focussing on the issue of sexuality;
- Verbal: name-calling, spreading rumours, teasing, excluding from social groups;
- Cyber: all areas of internet and social media, misuse of devices or platforms by messaging & 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 fight 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

- 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 reporting or their behaviour that he or 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, 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

Prevention

We aim to prevent escalating cases of bullying through: a caring and nurturing ethos and vision; our Collective Worship and everyday lived experiences; through class discussions; individual counselling; the Junior Leadership Team/Junior Faith Committee (pupil voice); and ELSA for problems 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, member of the senior leadership team or the school's safeguarding team. In this way, the child will be supported and the bully dealt with effectively.

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

- Staff to praise children's positive social behaviour;
- Discuss issues about bullying in class during circle times/RHE curriculum;
- Help children to develop strategies to solve conflicts constructively (WIBIT);
- Staff to be aware and monitor any possible problems;
- ELSA student support.

What the school will do

The school will:

- Take bullying seriously and aim to stop the bullying 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 children to develop positive strategies and appropriately assertive skills;
- Try to help the bully to change his/her behaviour;
- Break up bullying groups where necessary;
- Refer children to ELSA/appropriate adult for support;
- Involve children in class and school rules through in-class discussion and the JLT/JFC;
- Be concerned about bullying on the way to and from school;
- Involve outside agencies as appropriate;
- Provide support for vulnerable children;
- We will react firmly and promptly when bullying is identified;
- Children who are being bullied will be strategically protected;
- Children who bully will be given the chance to discuss their own problems with the class teacher, member of the SLT or school's safeguarding team;
- Incidents will be recorded and monitored;
- Sanctions will be determined according to the individual case and in line with our behaviour policy.

Monitoring and Reporting Bullying

The head teacher will report all incidents of bullying, if any, to the governing body at termly meetings.

Where can parents and pupils read this document?

This document is displayed on the website. A hard copy is available on request.