

St James Church of England Primary School



Name of Guidance Document	Anti-Bullying
Review Date	March 2019

with acknowledgement to KIDSCAPE www.kidscape.org.uk

ANTI-BULLYING

Statement of Intent

At St James' 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 James' 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. 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 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 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 signs or 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

Through a caring ethos established in our assemblies, through class discussions, individual counselling, the School Council and PDC 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, Assistant Heads or Head teacher. In this way the child will be supported and the bully dealt with effectively.

Staff will remind children termly 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.
- Green trips
- Discuss issues about bullying in class during circle time.
- Help children to develop strategies to solve conflicts constructively
- Staff to be aware and monitor any possible problems
- Pupil Development Centre

What the school will do.

The school will:

- Take bullying seriously and 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 PDC
- Use peer group pressure to actively discourage bullying
- Involve children in class and school rules through in-class discussion and the School Council
- 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, one of the two Assistant Heads or the Head.
- Incidents will be recorded on Arbor.
- 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 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 at all of our sites.