



St John's
CE Primary School

Anti-Bullying Policy
(To be read in conjunction with the Behaviour Policy)

Reviewed June 2023

1 Introduction

1.1 It is a legal requirement, under Section 89 of the Schools and Inspections Act 2006, that all maintained schools must have in place measures to prevent all forms of bullying among pupils, and that these should be part of the school's behaviour and Anti-Bullying policies.

The Department for Education guidance for schools entitled Don't Suffer in Silence and Bullying – A Charter for Action, has been followed by Preventing and Tackling Bullying – Advice for school leaders, staff, and governing bodies (2011). This policy reflects this guidance and the principles enshrined therein.

1.2 1.2

DFE guidance defines bullying as: "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". The guidance goes on to say that "Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities". Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or excluded from social interaction).

2 Aims and objectives

2.1.

Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is properly understood and regarded as wholly unacceptable.

2.2

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

2.3

This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities regarding the eradication of bullying in our school.

3 The role of the teacher and support staff

3.1

All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

3.2

Teachers keep their own records of all significant incidents that happen in their class on Arbor or CPOMs depending on the nature of the incident. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher and ensure it is logged. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents or carers.

3.3

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This will involve fully investigating the situation and may then involve the Pastoral Team for further support for the victim and taking direct preventative action with the perpetrator. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, inform the Headteacher and, in some cases, the special needs coordinator (SENDCO). The child's parents or carers will be invited into the school to discuss the situation. In more extreme cases, e.g., where these initial discussions have proved ineffective, the Headteacher may contact external support agencies, such as social services.

3.4

Teachers and other members of staff are particularly aware of the recent opportunities for 'cyber bullying' through messaging services on mobile phones, or on social networking sites on the Internet. The school takes steps to make children, parents and carers aware of the dangers of unsupervised use of mobiles phones or the Internet, and to educate pupils about the proper use of modern technologies.

3.5

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. The PHSE curriculum helps pupils understand and empathise with a wide range of feelings and the similarities and differences between us that make us all unique, and thus help create a positive atmosphere.

The role of the Headteacher

4.1

It is the responsibility of the Head Teacher to implement the school anti-bullying policies and related strategies, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy, on request.

4.2

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, during anti-bullying week assemblies.

4.3

The Head Teacher sets the school climate of mutual support and praise for success, thereby making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

4 The role of The LAC

5.1

The Local Academy Committee supports the Headteacher in all attempts to eliminate bullying from our school. The Local Academy Committee will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken seriously and dealt with appropriately.

5.2

The Local Academy Committee monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The partners require the teachers to keep accurate records of all incidents of bullying, and to report to the partners on request about the effectiveness of school anti-bullying strategies.

5.3

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of the committee to investigate the matter. The Local Academy Committee responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, The Local Academy Committee notifies the Headteacher, and asks him/her to investigate the case, and to report back to a representative of the committee.

5 The role of parents and carers

6.1

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the outcome of this, they should contact the Headteacher. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure. Parents and carers should be aware of the dangers of 'cyber bullying', through the sending of messages to mobile phones or the posting of personal information or views on social networking sites and should exercise due parental responsibility in supervising their children's use of phones and the Internet.

6.2

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

6 The role of pupils

7.1

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

7 Monitoring and review

8.1

This policy is monitored on a day-to-day basis by the Headteacher, who reports to partners on request about the effectiveness of the policy.

8.2

The anti-bullying policy is the partner's responsibility to review. They do this by examining the school's record keeping system, where incidents of bullying are recorded, and by discussion with the Headteacher. Partners analyse information for patterns of involvement of people, places, or groups. They look out for racist bullying, or bullying directed at children with disabilities or special educational needs, having regard to the Equality Act 2010.

8.3

This policy will be reviewed every three years or sooner if necessary.