

St John Baptist (Southend) CE Primary School



ANTI- BULLYING POLICY

Agreed: Jan 2016 (Spring term)

Review Date: Jan 2021 (every 5 years)

By: Governing Body

St John Baptist (Southend) CE Primary School

Anti-Bullying Policy

Statement of Values

The Governing Body at St John Baptist CE Primary School believes that everyone is created in the image of God and is of infinite worth. The school's Anti-Bullying Policy is based in Christian values. In our Christian community relationships are based on these core values: loving, caring, attitudes; concern for the whole person; justice and respect for others.

Statement of Intent

This policy is an extension of our school's Pupil's Discipline and Behaviour Policy and shares the aim of creating a safe, happy and secure environment at St John Baptist CE Primary School. The policy describes our interpretation of bullying behaviour, sets out the expectations we have of our pupils and outlines our response to bullying. At St John's we have a shared mission to nurture a Christian ethos of love and care through our actions, prayers and reflections. We aim to celebrate and respect the diversity of cultures and beliefs in society; to create a safe and challenging learning environment; to encourage each individual to reach his or her maximum potential.

Definition of Bullying

Bullying is the intentional (physical and/or emotional) hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.

There are two types of bullying behaviours – direct or indirect. Direct bullying takes place between the victim and the wrongdoers. Indirect bullying is often associated with social rejection by a wider peer group and is more subtle in its nature, for example spreading rumours, or deliberately ignoring the victim.

The staff and governors of St John Baptist CE Primary School accept that bullying can manifest itself in any of the following behaviours, although this is not an exhaustive list:

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|-----------------|--|
| Verbal | Name-calling, insults, jokes, offensive language or comments, including graffiti, threats, innuendo, teasing, taunting, bragging, ridicule, sarcasm etc |
| Physical | Unprovoked assaults such as prodding, pushing, hitting or kicking, 'rushing/steaming', shaking, inappropriate touching, blocking the way, capturing, contact involving objects used as |

	weapons, or taking of belongings
Social	Humiliation through exclusion or rejection by peer group, 'blanking', spreading rumours, gossiping, peer pressure to conform, using difference as a dividing factor
Cyber	Via the internet, email or mobile phone, e.g. text messages, phone calls, social media, pictures/video clips ('happy slapping'), chat rooms, instant messages or posting on websites or message boards
Non-verbal	Staring, throwing dirty looks, 'cutting your eyes', gesturing, manipulating behaviour through intimidation, body language, invasion of personal space, silence, spitting, stalking, refusing to touch, playing mind games
Provocative	Inciting others to behave in a threatening/racist, sexist or homophobic way, bringing provocative literature (see anti-extreme radicalisation policy) or homophobic propaganda into school
Other	Extortion, blackmail, hiding or interfering with personal property, etc., being forced to take part in embarrassing initiation rites or humiliating acts, seeking sexual favours

Bullying occurs when the behaviour outlined above is persistent, is directed at specific individuals, is intended to intimidate and is unprovoked.

Pupils who are being bullied usually give an indication that things are not going well for them, usually through a change in their behaviour or emotional state. Sometimes this change may be a result of being bullied. The list below details changes in behaviour, one or more of which may be displayed by young people who are victims of bullying. Although not an exhaustive list they may:

- lack concentration on school work or begin to perform poorly at school
- be intermittently absent from school
- be reluctant to walk to or from school or to any place that they may normally go; wanting a lift
- wanting you to come with them
- want to change their usual routine
- be reluctant to talk about school
- not want to leave the house
- want to move or change schools
- become withdrawn, anxious or lacking in confidence
- loss, increase or change in appetite

- become aggressive, disruptive or unreasonable
- have unexplained cuts, bruises or other injuries
- complain of headaches/stomach aches frequently
- start to stammer, when they did not do this before
- cry themselves to sleep, change their sleeping pattern or have nightmares
- start bedwetting
- cry or get angry with no clear explanation
- attempt or threaten to commit suicide or run away
- come home with torn clothes
- have possessions that are damaged or 'go missing'
- ask for or steal money on a regular basis (to pay the bully) or come home hungry because dinner money has been taken
- bully other children or siblings
- be afraid to tell you what's wrong
- be afraid to use the internet or mobile phone (when previously this was not the case) or be nervous or jumpy when cyber messages are received
- become clingy towards their parent or carer
- have a sudden change in social group, i.e. does not wish to talk about or play with certain friends
- give improbable excuses for any of the above.

The school recognises its duty under the School Standards and Framework Act 1998 and the Public Sector Equality Duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Teachers will receive regular training either through in house INSET or through whole school INSET to raise awareness and to learn to deal effectively and sensitively to any bullying.

The Aims of the School with Regard to Bullying

- To raise awareness of bullying and address its causes and consequences through our PSHE/Citizenship, RE, Collective Worship and Values Education programmes.
- To combat and challenge bullying behaviour in all its forms and to encourage co-operative behaviour at all times.
- To recognise and respond to bullying behaviour whenever encountered.
- To show zero tolerance of any form of bullying, whenever identified.

We ask children to:

- Report any incident which they consider to be bullying, to the nearest responsible adult reinforcing that St John's is a 'telling' school.

- To show other children that they disapprove of bullying and support any child who has been bullied.
- Talk to their parents about anything that they are concerned about and be a POSITIVE bystander.
- Discuss issues surrounding bullying at Circle time, during PSHE lessons and in assemblies.

We ask parents to:

- Work closely together with the school to promote a caring community.
- Listen to their child's concerns and calmly talk to their child about any incident.
- Make a note of what their child says, particularly, who was said to be involved, how often the bullying has occurred, where it has happened and what has happened.
- Reassure their child that telling them about the bullying was the right thing to do.
- Explain that any further incidents should be reported to a teacher immediately.
- Report any concerns to the school immediately, so that the school can take appropriate action. Talk to their child's class teacher and explain the problems their child is experiencing. Try and stay calm. Bear in mind that the teacher may have no idea that their child is being bullied or may have heard conflicting accounts of an incident.
- Stay in touch with the school. Let the school know if things improve as well as if problems continue.

We at St John's will:

- Listen to the child's account of events.
- Share this information with a senior member of staff, as soon as possible, who will investigate the incident.
- Interview the children involved and any witnesses.
- Log bullying incidents using the attached proforma (Class teacher to liaise with Head of School/phase leader)
- Inform the parents of the children involved at the earliest opportunity.
- A senior member of staff will then be identified as a "trusted adult" for the victim. This person will then monitor & liaise with the child and parents.
- The Head of School will then decide on the appropriate action to be taken. Sanctions may include: removal from the class; loss of

playtime/privileges; exclusion from extra-curricular activities; *severe* and persistent bullying (e.g. constant threats or violent acts) will result in exclusion.

- Ensure all staff know what to do when an incident is reported to them.
- Keep accurate records of all incidents, including the school's response.
- A termly report on the number of instances will be produced for governors.

If parents do not feel that their concerns have been addressed they should:

- Check the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to meet the Head of School, keeping a record of the meeting.
- Discuss concerns with the parent governor (contact via school office).
- If this does not help, write to the Chair of Governors explaining their concern and what they would like to see happen. (contact via school office).

Bullying Incident Report Form

Date and time of incident	
Location of incident	
Names of pupils involved	
Names of any witnesses	
Summary of incident	
Summary of witness account	
Name of Responsible Adult incident reported to initially(& date)	
Name of 'Trusted' Adult incident reported to (& date)	
Date and Time and how parents/carers informed of incident	
Outcome of discussions with pupils involved	
Outcome of discussions with parents	
Record of Action Taken (2 week follow up / half-term follow up)	