

Saint John's C.E. (A) Primary School

Wheatly Avenue, Trent Vale, Stoke-on-Trent, ST4 6SB



Bullying Policy

Revision History

Version	Date	Comments	Review Date
15	Autumn 2017	Amended, approved and issued	Autumn 2019
14	Autumn 2016	Approved, approved and issued	Autumn 2017
13	Autumn 2015	Amended, approved and issued	Autumn 2016
12	Autumn 2014	Amended, approved and issued	Autumn 2015
11	Autumn 2013	Amended, approved and issued	Autumn 2014
10	Summer 2013	Approved and issued (no amendments)	Summer 2014
9	Summer 2012	Amended, approved and issued	Summer 2013
8	May 2011	Amended, approved and issued	Summer 2012
7	October 2010	Amended, approved and issued	July 2011

6	April 2009	Approved and issued (no amendments)	July 2010
5	September 2008	Amended, approved and issued	July 2009
4	July 2007	Approved and issued	July 2008
3	July 2006	Approved and issued	July 2007
2	November 2005	Approved and issued	July 2006
1	September 2005	First draft	

1. Introduction

The Governors and staff all recognise the need to have an effective policy in place to prevent bullying (anti-social behaviour) and cyber bullying at St John's.

The effects of bullying can be displayed in different ways by different pupils. A victim may exhibit one or more of the indicators. Not all can be noted in this policy, but it is likely that one or more of the following may be observed by parents/carers/staff.

- reluctance to attend school;
- beginning to underachieve academically;
- comes home with clothes/property damaged or missing;
- becomes withdrawn;
- becomes distressed more than usual;
- develops sleeping or eating problems;
- has unexplained scratches or bruises;
- asks for money/items or begins to take these from home;
- refuses to talk to anyone or say what is wrong;
- displays changes in behaviour/attitude.

Bullying as a term can be used wrongly, so as a school we talk about anti-social behaviour and kindness to others and how distressing and unkind acts can be.

2. Definition

Bullying takes place when over a period of time, one or more persons deliberately exert power or inappropriate behaviour: whether emotional, verbal or physical over another individual and as a result, injures, intimidates or threatens that person. The behaviour is often repeated and habitual. It can take many forms and can include physical assault, teasing, making threats, name calling, cyber bullying via a phone or online.

We recognise that this behaviour might not be intentional, but all allegations will be investigated.

Cyber bullying is when pupils are bullied via technology such as e-mail, texts or MSN. Bullying can occur for no reason at all but can also occur due to perceived difference or prejudice. Bullying is often related to race, religion/belief, gender, sexual orientation, special needs/disability, appearance, family circumstances.

At St. John's we respect and value every member of the school community and no prejudice driven behaviour will be acceptable.

3. Aims

At St John's we recognise that all pupils are valued and are unique. By all pupils, parents/carers, staff and governors working together we aim to create a climate that is positive and prevents poor behaviour, anti-social behaviour and bullying.

Through our Mission Statement, Collective Worship, PSHCE Programme (including circle time), ICT curriculum (cyber bullying) and consistent teaching and expectations we aim to provide a positive supportive environment whereby:

- everyone displays care about the welfare of peers;
- everyone knows the school rules and recognises what anti-social behaviour is and that it has consequences and is unacceptable;
- no one is afraid to tell an adult that someone is causing them distress;
- all children know they will be listened to and any complaint taken seriously;
- all pupils know that issues will be dealt with following the Behaviour Policy and Bullying Policy;
- everyone works together to ensure that victims are supported.
- the policy interacts with the school's Safeguarding policy, Behaviour Policy, Child Protection Policy, Equality/Inclusion & E-Safety Policy.

Staff Responsibilities (teaching and non-teaching):

- ✚ all staff/governors have a responsibility for bullying prevention
- ✚ to be aware of school policy re equal opportunities, SEN and the need to create a positive supportive climate;
- ✚ to support the school Behaviour Policy;
- ✚ to be aware of the need to be vigilant at all times and never leave the class children unattended;
- ✚ to promote positive self-esteem amongst pupils and parents/carers;
- ✚ to be consistent and impartial in daily interactions with pupils;
- ✚ to ensure that collective worship, PSHCE and circle time are used to create an atmosphere of care, consideration and positive behaviour;
- ✚ to revisit class rules regularly and when needed;
- ✚ to record incidents of anti-social behaviour that begin to show a pattern in the class file;
- ✚ to monitor any 'bullying' issues to ensure there is no recurrence of the behaviour and check that all children have recovered from the experience.
- ✚ E-safety lessons to be will be taught across the curriculum.

Pupil Responsibilities:

- to understand that anti-social behaviour, bullying and cyber bullying is unacceptable;
- to follow school rules;

- to act in a caring way to all;
- to speak out if they are being hurt by anti-social behaviour;
- if they are unable/afraid to speak to a member of staff a 'worry box' is available for them to write their concerns.
- to understand that being unkind, displaying anti-social behaviour or bullying other pupils can be distressing.
- the school has anti-bullying ambassadors who meet once every half term to discuss issues of bullying and how the school can take action. These ambassadors are actively implementing the policy.

Parent/Carer Responsibilities:

- to take an active role in helping to support and promote the school Behaviour Policy;
- to recognise the need for vigilance regarding their child's attitude and behaviour and inform the school of any concerns they have about their child;
- to take action with their child if they exhibit anti-social or bullying behaviour;
- to support the school in their actions taken.
- any parent/carers with concerns should report to either the headteacher or HSLW who are regularly seen outside at the beginning/end of the day. An appointment can also be made to see any member of staff.

4. Actions

- a) All parents/carers will be given a copy of the school Behaviour Policy at the beginning of the academic year (if a child joins during the year a copy will be included with the induction pack).
- b) All allegations of bullying or cyber bullying will be thoroughly investigated by the Headteacher
- c) The alleged bully and the bullied person will be informed that an investigation is taking place.
- d) Issues, where possible, will be resolved quickly making it clear bullying will not be tolerated.
- e) All incidents will be recorded:
 - Records of anti-social behaviour will be kept by Class Teacher/Key Stage Leader/Headteacher. These records will be regularly monitored and reported to the governors. The information from the records will be used to improve practice.
- f) Persistent bullying will be treated seriously and parents always informed/invited into to school to discuss.
- g) Where bully/bullies are identified such action taken may include:
 - i. Provision of pastoral care
 - ii. Circle time and PHSE

- iii. Verbal reprimand
- iv. Involvement of parent
- v. Private apology
- vi. Withdrawal of privileges
- vii. Application of sanctions identified in school Behaviour Policy
- viii. If parent/carers are not satisfied with investigation they can use the schools complaint procedure.

Approved and Authorised by:

Signed

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Headteacher/Co-ordinator

Signed

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Chair of Governors/Governor

Date:

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