



Anti-Bullying Policy for St James's CE Primary School 2021-2022

Approved by Governors – January 2020

Review date – January 2021

At St James's C.E. Primary School, we believe that every child is made in the image of God; inherently valuable and unique among God's creations. We are an inclusive and welcoming family who celebrate each other's achievements. Our Christian Values are at the heart of all that we do; nurturing a sense of belonging and shared identity.

Through our established, local and global links, children learn to be responsible and respected citizens.

School Vision 2019

Objectives

This policy outlines what St James's CE Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture where bullying will not be tolerated.

Our school community will:

- Discuss, monitor and review our anti-bullying policy on a regular basis.
- Treat each case with sympathy and understanding, listening to the pupils' and/ or parents'/ carers' concerns.
- Support all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensure that our students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal with complaints (within 24 hours whenever possible). Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere, staff CPD and utilise support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally**”.

(The majority of cases are when the behaviour has been intentional or can be when children have made wrong or uninformed choices.)

This definition will be explained to children using language that they understand, depending on the age of the pupils.

Bullying can include: name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups, and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying, whether face to face or in cyberspace, including:

- Bullying related to race, religion or culture.
- Bullying related to LDD (learning difficulties or disability).
- Bullying related to appearance or health conditions.
- Bullying related to sexism, sexual orientation, gender or gender identity (homophobic, transphobic or biphobic bullying).
- Bullying of young carers or looked after children or otherwise related to home circumstances.

Preventing, identifying and responding to bullying

The school community will:

- Work with staff to identify all forms of bullying.
- Actively provide systematic opportunities to develop students’ social and emotional skills, including their resilience. This will be done through our P.S.H.E. and R.S.E. curriculums, assemblies and whole school events.
- Consider all opportunities for addressing bullying including through the curriculum, displays, assemblies, peer support and through the School Council.
- Train all staff including lunchtime staff, learning mentors and support staff to identify bullying and follow school policy and procedures, including recording incidents.
- Actively create “safe spaces” for vulnerable children and young people.
- Use a variety of interventions to resolve the issues between those who bully and those who have been bullied, including Restorative Practice techniques.
- Co-ordinate information between different members of staff to ensure trends are tracked and monitored via the Reported Bullying Incident Log (kept in the Head Teacher’s office)
- Provide opportunities for children to voice their concerns e.g. through a Worry Box

The school will follow the following procedures:

1. Bullying incident reported
2. Is there a child protection concern?
3. Investigate the incident
4. Decide on the response and respond within 24 hours whenever possible
5. Plan and take action
6. Provide ongoing support to those involved as necessary
7. Monitor the situation and trends via the Reported Bullying Incident Log
8. Further incident reported? (return to stage 2)

Involvement of students

We will:

- Regularly seek children and young people's views on the extent and nature of bullying through class discussions, assemblies and School Council.
- Ensure pupils/students know how to express worries and anxieties about bullying and who they can talk to in and out of school.
- Ensure all pupils/students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils/students in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.
- Invite outside companies/agencies in e.g. Theatre Company, NSPCC, Police, Local Authority parent workshops

Liaison with parents and carers

We will:

- Ensure that all parents /carers know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively.
- Ensure all parents /carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that lead to bullying, including e-safety workshops for parents.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- School vision and values
- Behaviour policy and statement
- Complaints policy
- Safeguarding procedures
- Acceptable Use policy
- RSE and PSHE curriculum
- Action plans relating to pupil well-being and community cohesion
- Recording of racial incidents
- E-safety Policy
- Anti-radicalisation Policy

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Parents to report incidents as soon as matters arise
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Students to abide by the policy.
- Parents to abide by the policy.

The named Governor with lead responsibility for this policy is: Mr Alan Millichip

The named member of staff with lead responsibility for this policy is: Mrs Lindsay Mason

Monitoring & review, policy into practice

This policy will be monitored and reviewed in: September 2019.

The named member of staff for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school's action planning. The school uses guidance by the DfE and Dudley Children's Services to inform its action planning.

(Schools may find it useful to refer to the ABA School Assessment Tool to inform its action plan to prevent and tackle bullying. This can link into OFSTED criteria.)

<http://www.anti-bullyingalliance.org.uk/resources/aba-resources.aspx>