



St John's CE First School Anti-Bullying Policy

As a Church of England School we are guided by our Christian values in supporting the learning of all our children.

St John's CE First School is a Rights Respecting School. As such it is committed to upholding children's rights and promoting their responsibilities under the UN Convention for the Rights of the Child (UNCRC).

Statement of intent

The purpose of this policy is:

- to prevent bullying from happening between children and young people who are a part of our school or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

All forms of bullying are unacceptable at St John's CE First School.

All incidents are taken seriously and acted upon in accordance with the school's policy and procedures.

Understanding bullying

Whatever the reason, bullying is never acceptable. Nobody should have to deal with it on their own. It needs to be challenged by all who experience and witness it, with the support of adults in the school. Age and maturity of a child will be considered when dealing with an allegation of bullying; but bullying can occur at any age even among very young children.

Bullying can cause a victim to feel sad (and sadness that does not go away), upset, afraid, ashamed, embarrassed, hopeless, worthless, lonely and anxious about going to school. It can happen at any age, anywhere and at any time. It can affect children's concentration, performance and attendance at school.

Bullying behaviour is frequently repeated and early intervention is essential. Parents and carers with any concerns or whose child reports an incident should inform the school immediately.

Bullying includes a range of abusive behaviour that is emotional and physical: bullying may hurt, threaten, frighten or coerce someone.

It may be:

- repeated over time
- intentional to hurt someone either physically or emotionally.

Bullying may take the form of:

Physical abuse:

- hitting
- kicking
- or other ways of hurting the body.

Verbal abuse:

- name-calling
- targeted taunts and insults that may reflect on the individual or their wider family, or on a minority group within school (including racist, homophobic, transphobic and sexist bullying or bullying because of religion, religious practices, lack of religion or beliefs)
- teasing or threats that hurt the victim inside and make them afraid
- saying nasty things to or about a child
- people picking on the victim and making them feel like a joke has gone too far.

Other threatening behaviour:

- threatening looks
- interference with property
- note passing
- inciting others to support the bully in an active or passive way
- behaviour intended to manipulate others
- excluding a child from a friendship group or from activities
- behaviour intended to make the individual feel powerless to stop or report the bullying.

Electronic or Cyber Bullying:

- unwanted texts, e-mail or instant messages
- sharing embarrassing or malicious images or videos
- menacing or upsetting messages posted on social networking sites, in chat rooms and on blogs
- creating fake accounts, hijacking or stealing online identities to embarrass a child or or cause trouble using their name
- excluding a child from online games or activities.

A **bully** is a person who makes life distressing for others by deliberately and persistently picking on them.

A **victim** is a person who is harmed by the deliberate behaviour of others and who is unable to prevent or stop the harmful behaviour.

A **bystander** is a person who watches a bully and doesn't do anything to help.

Signs and indicators

Indicators that a child could be experiencing bullying include:

- being reluctant to go to school
- being distressed or anxious
- losing confidence and becoming withdrawn
- having problems eating and/or sleeping
- having unexplained injuries
- changes in appearance
- changes in performance and/or behaviour at school.

Adults may notice that a child isn't spending time with their usual group of friends, has become isolated or that other children's behaviour towards a child has changed.

Guiding principles

All children and young people have the right to be protected from physical, emotional and mental harm (United Nations Convention on the Rights of The Child). Children also have a right to learn and achieve, to live and play in a secure and supportive environment, where they can thrive, achieve their full potential and enjoy themselves.

Bullying is detrimental to the wellbeing of children which inhibits full participation in education and learning, cultural, social and leisure activities.

Bullying is never acceptable and will not be tolerated.

We want all children and young people to feel secure enough to report bullying whenever and wherever it happens, and to know they will get the help they need to feel safe again. We will work with and support both the bullied and bullies in order to end victimisation and to transform the behaviour of perpetrators. Children must be encouraged not to ask peers, staff, parents or carers 'not to tell' for fear of getting people into trouble.

We acknowledge that bullying can and does happen in all schools as well as in the wider community; and that bullying can and does occur among adults in the workplace.

We acknowledge that those engaging in bullying behaviour may have problems in their own lives and low self-esteem that are transferred into bullying behaviour. Our immediate duty is to put the victims first and stop any bullying behaviour. We are also committed to supporting the bullies in understanding and changing their behaviour and raising their self-esteem.

We recognise that preventing bullying is not just the responsibility of those working in the school, but of the whole of our school community including the Wimborne Academy Trust Board of Trustees, Academy Committee, Headteacher, pupils and parents.

Prevention

As part of its ongoing strategy to minimise the risk of bullying, the school will:

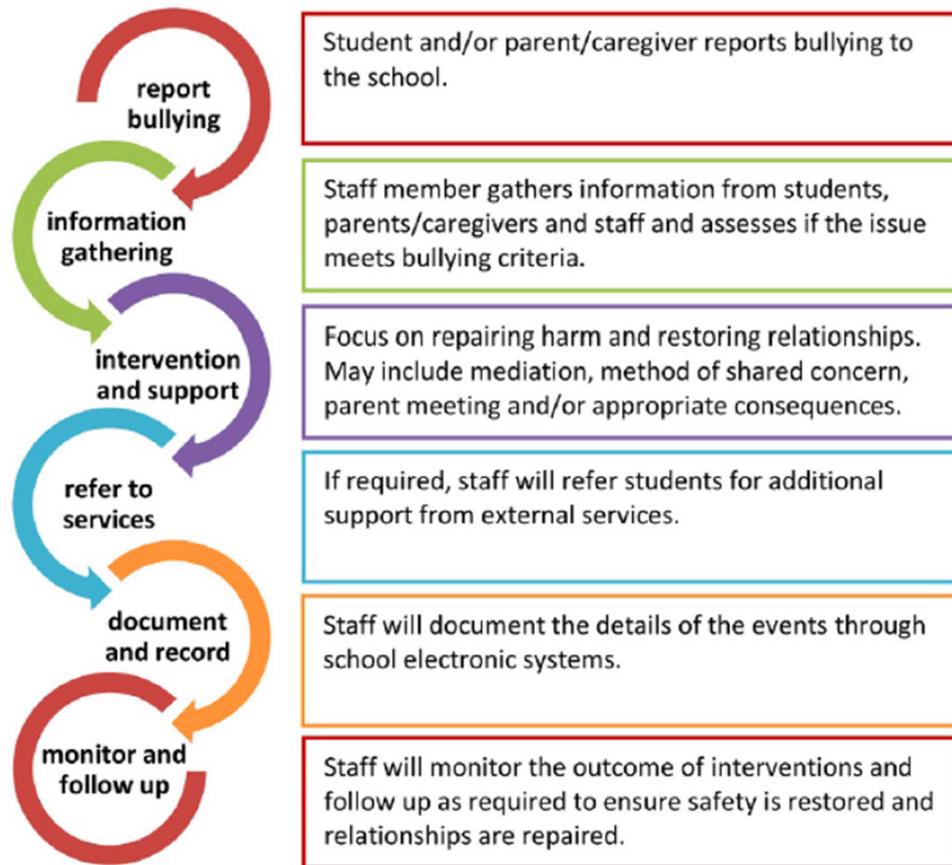
- clearly communicate a positive ethos of good behaviour which is underpinned by mutual respect and our Christian school values
- ensure pupils, parents, carers and staff are familiar with the definition of bullying and procedures in place and know that bullying is not tolerated
- involve pupils in the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves bystanders.
- give children skills to build positive relationships, through the school's vision and values
- celebrate success regularly for all learners at the school through its values
- promote equality and diversity in line with the requirements of the Equality Act 2010 through the PSHCE/HeartSmart curriculum; celebrate differences
- raise children's awareness of the fact that differences between groups of people in school and wider society can lead to prejudice, which is not acceptable
- make it easy to report bullying by ensuring all staff are approachable and friendly, so that concerns can be shared at an early stage
- create inclusive environments for learning and for play
- model and encourage use of problem-solving language for staff and children
- teach children playground games and encourage children to use and develop them
- reinforce with the children the rules within the school charter
- act proactively by gathering and sharing information about pupils, and issues between pupils, which might provoke bullying
- work with the wider community, including our neighbouring and feeder schools, Dorset Police and Children's Services, to address wider issues including those across a number of settings
- provide effective ongoing CPD for staff, and make use of specific organisations for help with particular problems
- promote Child Line by displaying posters around school and NSPCC visiting workshops every two years (Speak Out Stay Safe)
- teachers revisit anti-bullying themes and activities through HeartSmart, Collective Worship, Class Charters and whole school Anti-Bullying Week.

Intervention

At St John's CE First School, we take all concerns about bullying seriously, whether made by children or on their behalf by peers or adults. The school will investigate all claims and concerns and seek to establish whether it is dealing with isolated incidents or sustained bullying in order to deal with it in the most appropriate and effective manner:

- all children will know they can talk about and report bullying in a safe and supportive environment; and that they can trust that something will be done to stop it.
- all adults are expected to listen to the needs of children and take appropriate action.
- all adults, particularly on playground duty, will be expected to be vigilant for children who may exhibit signs of emotional distress or isolation as a result of bullying.
- teachers will discuss allegations of bullying with both the victim and the bully and parents will be informed.

Procedure



Recording of incidents will be in-line with the school Positive Behaviour Ethos.

All staff, both teaching and support staff will pay full attention to children's concerns.

- all incidents will be logged on My Concern (an online, safe and secure software to record and manage safeguarding concerns) at every stage, in line with school procedure, and acted upon without delay
- all serious concerns will be reported to the headteacher without delay so that a full log of all related incidents can be kept
- under the Children's Act 1989, a bullying incident can be addressed as a child protection concern whenever there is cause to suspect that a child is suffering, or is likely to suffer, significant harm. As Designated Safeguarding Lead, the headteacher can take such concerns forward.

Major Incidents eg. those that are a criminal offence

If school staff feel that an offence may have been committed they should seek assistance from the police.

Bullying which occurs outside school premises

Where bullying outside school is reported to school staff, it will be investigated and appropriate action taken. The Headteacher will consider whether it is appropriate to notify the police such as if the misbehaviour could be criminal or poses a serious threat to a member of the public.

Responding to Incidents of Cyber Bullying

The school will address all incidents of cyber bullying that are reported or identified including working with those involved to ensure upsetting material is removed from devices and services as quickly as possible. In the case of a criminal offence, the school will seek assistance from the police.

Recognise that all parties have the right to support and understanding.

Further Support For Victims and Bullies:

Victims:

- emotional literacy support, to build self-esteem and confidence, where appropriate involving other children without identifying the child as a victim
- work with parents whenever the need arises, providing support and setting up home-school joint strategies
- build the child's social skills and develop appropriate friendships / peer relationships build in assertiveness training through circle time / Heartsmart
- ensure that the child knows that they can talk to any adult about ongoing concerns, and that adults will listen, take them seriously, and report concerns accordingly
- utilise early help and support and advice from other agencies with agreement from parents (for example, through the Common Assessment Framework CAF process if appropriate) and/or advise parents about other agencies to contact for support

Bullies:

- raise awareness of what bullying is, and ensure they know that it is unacceptable and not tolerated at St John's CE First School or in the wider world
- emotional literacy support to build self-esteem and confidence, where appropriate involving other children
- work with parents to explore any related issues around the bullying behaviour, providing support for the family if appropriate
- build the child's social skills, and develop their empathy and friendships ● if appropriate, involve the bully in a structured programme to modify their behaviour with input from outside agencies as necessary

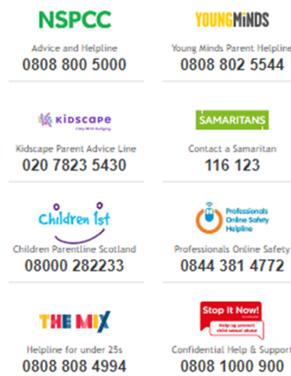
Through this policy we aim to build confidence among children and adults in the school to recognise the signs and indicators that someone is being bullied and to report all bullying.

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Child protection and safeguarding policy.
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.
- Code of conduct for staff and volunteers.
- Online safety policy and procedures for responding to concerns about online abuse.
- Equality and diversity policies.

Where else can you go for help



This policy was reviewed November 2022 by staff and pupils .