

## ANTI-BULLYING POLICY

### **AIMS AND OBJECTIVES OF POLICY**

We at St John's are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Everyone is encouraged not only to treat others as they would wish to be treated, but also to actively safeguard the rights of others. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school – anyone who knows that bullying is happening is expected to tell the staff. Pupils are actively encouraged not to tolerate bullying and speak up for others and themselves.

The aim of our Anti-bullying policy is for all children to achieve the 5 ECM outcomes: be healthy, stay safe, enjoy and achieve their full potential, be interested and fully involved in the community they live in & achieve economic independence.

This policy is written to meet the legal expectations placed on governors and head teachers to make a clear statement of how pupils are to be kept safe. It makes clear the views, intentions and responsibilities of the whole school community and lays down what will be done to prevent bullying and to support pupils, staff or families involved in it. It reflects the good practice described in 'Safe to Learn', the most recent national guidance to school's on Anti bullying.

### **NATIONAL GUIDANCE**

The policy was drawn up using a range of national documents: e.g. NHSP Anti-Bullying Guidance for Schools, Anti-Bullying Alliance Statement of Purpose, UN Convention on the Rights of the Child (1989) esp. Articles 12, 19 & 29, Children's Act (2004), Education & Inspections Act (2006), Children's Plan (2007), 'Safe to Learn' (DCSF 2007)

### **LOCAL GUIDANCE**

Hampshire Children's & Young People's Plan (2009); HCC Children & Young People's Anti-Bullying policy (2009).

### **WHERE AND TO WHOM THE POLICY APPLIES**

All staff, children and young people, parents/carers, governors and partner agencies working with school.

### **CONSULTATION**

In writing this policy, we consulted the school community. This has included or we have had responses from:

Pupil

Parents and carers, teachers and support staff, governors

Outside agencies including our community police officers and our school nurse

### **WHAT IS BULLYING?**

Bullying is behaviour deliberately aimed at making someone feel unhappy, afraid or isolated, usually over a period of time. It includes an imbalance of power.

Bullying can include actual or threats of:

<b>Physical</b>	pushing, kicking, hitting, pinching or any use of violence
<b>Verbal</b>	name-calling, sarcasm, spreading rumours, teasing
<b>Indirect</b>	including spreading rumours, exclusion from a group, sending malicious e-mails, text messages (cyber bullying) or phone calls.

Bullying also takes the form of racist bullying when a child is targeted for representing a group and attacking that child sends a message to that group. It may also take place when a child has special educational needs or disabilities. Bullying may also be directed at gender, looked after children, special educational needs/ disability, young carers and their families and homophobic issues.

All staff, governors, pupils and parents/ carers and partner agencies working with schools understand that bullying will not be tolerated and that there are clear procedures for reporting bullying.

The school will act firmly and promptly when bullying is identified and will have rigorously enforced anti-bullying strategies.

## **PROCEDURES AND CONSEQUENCES**

1. All are encouraged to report bullying incidents to class teacher or any other member of staff. Children can use their class share a problem box if they do not feel they can verbalise the problem or have not found a convenient time to talk to a teacher. These are looked at by the class teachers daily. All children are encouraged to speak up for others – they understand that by- standing is wrong.
2. Teacher logs incident in Bully log held in the headteachers office and speaks with children involved explaining that bullying behaviour and threats of bullying must immediately stop. The teacher informs team leader of action.
3. Attempts are made to help the bully (bullies) change their behaviour and support is given to the child being bullied. Whenever possible, the pupils will be reconciled. It may be appropriate for either party to work with our ELSA's to ensure appropriate support.
4. Bullies will offer an apology and other appropriate consequences may take place.
5. The child being bullied is always encouraged to continue to tell. If the situation does not improve, the class teacher, parents and Head will meet to discuss the situation and put in place appropriate strategies.
6. In serious cases, suspension or even exclusion will be considered.

## **PREVENTION**

**It is our policy in this school that in order to prevent bullying we shall:**

- Make clear and explicit the school ethos which does not tolerate any kind of bullying
- Make it the norm to challenge any kind of bullying behaviour including playground name calling
- Review the physical environment to remove any bully hot spots or hidden places
- Use pupil voice to create a climate of openness and honesty where any bullying can be confidentially reported
- Disseminate the policy widely, keep it high profile and actively use its processes when necessary, effectively managing incidents and communicating outcomes openly
- Provide good role models
- Manage conflict and confrontation peacefully
- Ensure the curriculum and ethos of the school supports understanding of Anti bully policy

## **CONTENT OF PSHE PROGRAMME AND ASSOCIATED ANTI- BULLYING WORK.**

The subject of bullying is part of our yearly PSHE syllabus and this is developed through class discussion and acts of worship to help children prevent bullying. As and when appropriate, this may include writing a set of school rules, signing a behaviour contract, writing stories or drawing pictures about bullying, reading stories, making up role-plays and having discussions.

Specific resources used include;

- “Helping Children Deal with Bullying” Jenny Mosley & Helen Sonnet
- Primary SEAL” Say `No` to Bullying” booklets/ pictures/posters
- Story Books
- Anti-Bullying Alliance materials e.g. “Tackling Bullying in Schools” and Anti bullying week resources
- “Safe to Learn” guidance. Healthy Schools guidance
- Safe to learn: Embedding Anti bullying Work in Schools  
DCSF 00656-2007
- Cyberbullying: Embedding Anti- bullying work in Schools  
DCSF 00658-2007
- Bullying: Don’t suffer in silence  
DCSF: An anti bullying pack for schools (2003)
- Help! I’m being bullied, by Dr Emily Lovegrove

### **KEY PERSONNEL**

#### **The Governors:**

- Ratify and review the Anti-Bullying Policy.
- Review with the head the bully log on a half termly basis

#### **The Headship Team:**

- Monitors the implementation of the Anti-Bullying Policy and advise Governors
- Supports and advises on Anti-Bullying Guidelines
- Ensures specific guidelines for Anti-Bullying are adhered to
- Ensures accurate and detailed information is recorded by teachers and team leaders and placed in the bully log and parents are informed and supported.
- An overview is maintained of incidents
- Ensures the policy is reviewed, updated and ratified by Governors

#### **Team Leaders:**

- Ensure incidents of alleged bullying are logged and dealt with effectively through regular consultation with and advice to their class teachers
- Consultation with headship team and teachers occurs to ensure the bully and victim are dealt with fairly
- Monitor the comprehensive schemes of work in PSHE that develop children’s understanding of bullying, its effects and how to deal with it

#### **All Staff:**

- Ensure that they are aware and alert to the signs that a pupil is being bullied and deal with it instantly and consistently



- KIDSCAPE 0207 70 3300  
[www.kidscape.org.uk](http://www.kidscape.org.uk)  
provides a series of downloadable leaflets of information and advice for schools, pupils and parents
- Parentline 0808 800 2222
- Young carers support
- Anti Bullying Alliance [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)
- NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)  
provides leaflets on keeping children safe and guidance for parents
- Website – <http://www.hampshiresafeguardingchildrenboard.org.uk/parents-bullying.html>

## **CONFIDENTIALITY**

All members of the school community should be aware of the school's confidentiality policy.

## **LINKED POLICIES**

- Behaviour
- Attendance
- Child Protection
- Confidentiality
- Equality
- Diversity
- Race
- Disability
- Discrimination
- Health and Safety

## **DISSEMINATION OF POLICY**

- The policy is made available to all members of the school community via our website and parents are welcome to collect a paper copy from the school office. Staff will receive training whilst reviewing the policy and at appropriate times within the two year cycle.

**Agreed at Teaching and Learning Committee 20<sup>th</sup> November 2014**  
**2 yearly review**  
**Next review 2016**

## **APPENDIX 1**

### **ADVICE FOR PARENTS OF CHILDREN WHO ARE BEING BULLIED**

If you are worried that your child is being bullied:

- Don't ignore the problem
- Encourage your child to talk to you about his or her feelings – tell your child that you are always willing to listen
- Try not to over-react, even if you are furious – it might frighten your child into silence – you want your child to talk, not retreat
- Ask your child if he or she has any suggestions about changing the situation
- Find out how fearful your child is and make sure that he or she feels protected.
- Praise your child, tell him or her how much you love and support them
- Try to sort out the bullying at first as quietly and constructively as possible:
  - contact class teacher – always tell, bullying thrives in secrecy
  - Keep in regular contact with the class teacher to ensure the problem has been dealt with thoroughly
  - Encourage your child to develop new interests, which might lead to a supportive group of friends – in and out of school. Eg. Music clubs, church choir, sports activities, local drama groups, dancing/art/computer classes, martial arts courses, Red Cross Groups, Brownies, Scouts etc. All these could improve self-confidence and give an opportunity to meet new people. Local councils and libraries will be able to give you an idea of what is available.

### **ADVICE FOR PARENTS OF CHILDREN WHO ARE BULLYING**

If you know your child has bullying behaviours:

- Ask your child if he or she can explain what has happened and why. Try not to be too judgemental at this point.
- Talk with your child and find out if there are ways you can work together to stop his/her behaviour.
- Explain that the bullying must stop and that the situation could become worse if it doesn't.
- Explain how frightening the bullying is for the victim and try to encourage empathy
- Criticise the bullying behaviour but don't reject your child or label him/her as a bully. ("What you did was wrong" instead of "You are a terrible person" or "You are a bully".)
- Look for good behaviour from your child and praise it, even if it is something small like closing a door without slamming it, or picking up clothes and putting them away.
- Tell your child you know he/she can change the bullying behaviour. Say that you know the child is NOT really a bully. Give your child the confidence to try to change.
- If possible, help your child to develop new interests and/or friends away from the 'bully gang'. Work on improving his/her social skills – how to approach people, how to say nice things, how not to react if he or she is angry. Ask your child's class teacher for more advice about this.
- Try to spend as much time with your child as you can, especially listening to his/her concerns. Sometimes children bully other children as a way of getting attention.
- Make it clear that you do not accept bullying behaviour and that there will be consequences at home such as no television or loss of privileges if the bullying does not stop.