



Totnes St John's C of E Primary School

Anti-bullying Policy Statement

Totnes St John's Co E Primary School recognises each child's right to be safe and happy at our school. This right is central to our school ethos and outlined in our 4Rs – Every teacher has the right to teach, every pupil has the right to learn, everybody has the right to feel safe and secure and everybody has the right to be treated with dignity and respect.

Principles

- We will respect every child's needs for, and rights to, a learning environment where safety, security, praise, recognition, and opportunity for taking responsibility are available.
- We will respect every individual's feelings and views.
- We will recognise that everyone is important and that our differences make each of us special.
- We will show appreciation of others, by acknowledging individual qualities, contributions and progress.
- We will not accept or condone any forms of bullying. All forms of bullying will be addressed.

Definition

- Bullying may be defined as deliberately hurtful behavior usually repeated over a period of time. It may take many forms but the four main types are:
 - **Physical bullying:** pushing, kicking, hitting, invasion of personal space, unwanted physical contact.
 - **Verbal bullying:** Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and racist, gender biased or homophobic remarks.
 - **Emotional or indirect bullying:** isolating and ignoring of individuals, spreading rumours, derogatory graffiti and gestures.
 - **Technological bullying:** using technology to hurt an individual including text messages or inappropriate use of social media/internet.

NB: Children from ethnic minorities, disabled children, young people who are gay or lesbian, those who are transgender or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Preventative Actions

- As part of everyday school life, positive relationships between the children, the adults, school and home and between children and adults will be promoted at every opportunity. The positive quality of the relationships at our school form the basis for the success of all we do and are the most important way we can prevent any bullying behaviour.
- Adults should model the positive respectful relationships we wish the children to display.
- Time will be spent throughout the year in class, at assemblies and with groups and individuals discussing the schools 4Rs and the positive behaviours they promote.

- The formal curriculum will include overt teaching to promote positive relationships and an anti-bullying culture – this will be done through our Christian values, our yearly cycle of SEAL themes, class PSHE work and the opportunities offered through other subjects such as RE, Geography, History and Literacy.
- Diversity will be explored and celebrated.
- Adverse stereotypes that reinforce prejudice will be avoided and challenged.
- The curriculum and opportunities on offer will be fully inclusive.
- The different types of bullying and consequences of bullying will be explored with the children. Anti-bullying rules and practices will be developed with the participation of the children and displayed for all to see.
- Appropriate staff and volunteers should have access to training on anti-bullying

Actions to take if bully takes place - Challenge, Support, Report

- All incidents will be carefully and sensitively investigated and all views listened to and taken into account when deciding on the most appropriate action.
- All actions should have the aim of supporting the victim and challenging the perpetrator so as to prevent any reoccurrence.
- Time will be taken to challenge and speak to the perpetrator about the unacceptable nature of their behavior, this should be related to our 4Rs and to the affect the behaviour has had on anyone else.
- Time will be spent talking and supporting the victim to ensure their emotional wellbeing is maintained.
- Depending on the nature and circumstances of the incident it may be necessary to speak to the parents of both the perpetrator and victim of any incident.
- It may well be necessary to further challenge the perpetrator and use other behavior management methods to ensure their bullying behaviour stops. The school behaviour policy details the types of procedures that it might be appropriate to use.
- All incidents must be recorded in the class behavior log. Behaviour logs will be collected in and monitored every half term to identify any patterns or repeat incidents.
- Any incidents of a particularly severe nature will be reported to the head teacher using the school's Significant Incident form.
- All incidents of prejudice related bullying must be reported to the head teacher using the school's Significant Incident Form.
- All incidents of racist bullying will be reported by the head teacher to Devon County using a R110 form.
- Where a child is found to be exhibiting sexually harmful behaviour to another child, it is important to involve Social Services as soon as possible.
- Where a child's bullying behaviour is of a particularly violent or aggressive nature and we are unable to address the behaviour through behaviour management strategies or disciplinary measures within a reasonable time, it may be appropriate to consider fixed term or permanent exclusion from school. In such incidents the involvement of appropriate outside agencies to offer further support will be necessary.

Version	Reviewed by	Last review date	Review cycle	Next review date
N/A	T&L Committee	8.2.16	3 years	February 19