

St John of Beverley RC Primary School

Anti-Bullying Policy

Statement of Intent

We at St John of Beverley School are committed to providing a happy, caring, friendly and safe environment so that all learning and teaching can take place in a relaxed and secure environment. We believe that:

- Bullying is totally unacceptable and will not be tolerated.
- No one person (staff, parent or pupil) should be left to cope with bullying alone.
- Everyone who works at, supports or visits the school has a role to play in monitoring and reporting bullying.

What is Bullying?

- Bullying is the deliberate desire to hurt, threaten or frighten another person resulting in pain and distress to the victim.
- Bullying is repeated over a period of time.
- Bullying can be:

Emotional:	being unfriendly, excluding, tormenting, unwanted coercion, extortion
Physical:	pushing, kicking, punching or any use of violence
Verbal:	name-calling, sarcasm, spreading rumours, teasing
Racist:	racial taunts, graffiti, gestures
Sexist:	name calling, labelling or stereotyping (eg calling a boy, 'girl')
Sexual:	unwanted physical contact or sexually abusive comments
Homophobic:	because of or focussing on the issue of sexuality
Cyber:	all areas of the internet such as email, mobile phone threats by messaging and calls, misuse of associated technology eg. Camera and video.

Aims

The school will endeavour to:

- Ensure that all pupils, staff and governors are aware of the policy and their obligation to be guided by its content and to follow its procedure

- Wherever possible, eradicate the instances of bullying to which members of the school community may be subjected.
- Contribute towards the provision of an environment that respects individual differences (e.g. race, religion, gender, etc) and ensures that all pupils may pursue their education free from any form of bullying.
- Provide after-care/re-assurance should an incident of bullying occur.
- Meet the legal obligations which rest with the school.

Response to Bullying

Everyone has a right to be treated with respect; no one deserves to be a victim of bullying. We have a responsibility to respond promptly and effectively to issues of bullying.

The staff at St John of Beverley School will, by their actions, make it clear that all bullying, regardless of how it is delivered, or what excuses are given, is unacceptable.

In this respect staff are expected to:

- Talk with their class about bullying, making it clear that they must tell someone. This can be done through circle time, PSHCE, assemblies or whenever the need arises.
- Recognise the detrimental effect on pupils who may be subjected to bullying and work actively to minimise the risks.
- Take all reported incidents of bullying seriously and adhere to the policy guidelines.
- On those occasions when bullying does occur, work with the victims, the perpetrators and (where necessary) their families/guardians with the intention of:
 - Stopping the bullying.
 - Re-educating future behaviour.
 - Where possible, reconciling those involved.

The pupils of St John of Beverley School recognise that their vigilance and co-operation is essential to the effective introduction and enforcement of the school's anti bullying policy. In this regard pupils are expected to:

- Report all incidents of bullying to an adult of their choice.
- Act in a respectful and supportive manner towards their fellow pupils, reporting any suspected incident, which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of the school's anti-bullying policy.
- Refrain at all times from any behaviour, which would constitute bullying of fellow pupils.

Formal Procedure

Formal complaints will be dealt with initially by the Head Teacher, or in the case of absence, by the Deputy Head Teacher.

- Incidents of bullying will be recorded in the bullying log.

- Parents/Carers will be informed and asked to come in and discuss the problem.
- Advice and support will be given.
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not occur.
- In serious cases, fixed term or even permanent exclusion will be considered.

If further action is required:

- Report to Governors.
- Official complaints procedure is followed.

Further help:

KIDSCAPE Parent's Helpline (Mon-Fri, 10-4) 0845 1205 204
 Bullying online www.bullying.co.uk

Building on the school's existing policies

The school's mission statement, behaviour policy, home-school agreement, anti racist policy, equal opportunities policy and classroom rules have clear guidelines regarding acceptable/unacceptable behaviour towards others; the anti-bullying policy reflects the principles contained in these documents.

Policy Drafted by	Angela Nicholl
Adopted by the Governing Body	October 2018
Date for review	October 2020