



Anti Bullying Policy

Rationale

All members of our community have the right to feel welcome, safe and happy in our school. As a Church of England school we have a strong commitment to providing a nurturing environment, where everyone can grow and learn together. Our values are at the heart of everything we do:

- Friendship
- Love
- Honesty and Truthfulness
- Trust
- Respect

Buying of any kind prevents young people and adults from achieving their potential and prevents equality of opportunity. It is everyone's responsibility to prevent this happening. This policy contains guidelines to support this ethos.

Definitions of Bullying

Bullying is deliberate hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of:

- Name calling
- Homophobic comments
- Violence
- Threatened violence
- Isolation
- Cyber bullying by telephone or internet
- Disability bullying
- Racist or gender bullying
- Ridicule
- Other indirect action such as spreading unpleasant stories about someone.

St James CE Primary Academy

The school works hard to ensure that all pupils and adults know and understand the difference between bullying and simply "falling out." However, at St. James CE Primary Academy, we understand and acknowledge that isolated incidents can have a detrimental affect on a pupil's/adults' well-being and personal development.

Some children may show some or all of these signs:

- Obvious distress such as tearfulness or constantly miserable expression
- Unwillingness to come to school
- Frequent headaches, stomach aches or complaints of feeling unwell
- Request for money from staff or friends
- Bruising on face or body
- Isolation from other children
- A sudden deterioration in the standards of work
- Reluctance to leave the classroom at the end of the day
- A tendency to stay close to staff at playtimes
- Damage to a child's property
- Uncharacteristic behaviour

If anyone has any concerns about a child showing some of these signs, then that person has a responsibility to contact the child's class teacher, the Principal or our safeguarding governor.

Actions to Tackle Bullying

We believe that prevention is better than cure, so at St. James CE Primary Academy we will be vigilant for signs of bullying and always take reports of incidents seriously. We will refer to our school values and our Christian values wherever possible, to reinforce the school culture and ethos, and help pupils to develop strategies to combat bullying-type behaviour. (e.g. physical and verbal intimidation)

Pupils are told that they must report any incidence of bullying to an adult within the school. If another pupil tells a child that they are being bullied, or if they see a bullying incident taking place, then it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be:

- Investigated and taken seriously by all members of staff
- Recorded on an incident form. (A copy must be given to the child's class teacher and the Principal)
- All parents/carers are informed of incidents and outcomes.
- Effectively monitored on a daily basis

- Pupils who have been involved in bullying will have a programme developed to help them change their behaviour towards their peers.
- Formal bullying form is completed and reported to the LA.

Upon discovery of a bullying incident, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. The adult will remain neutral and deliberately avoid direct, closed questioning, which may be interpreted as accusatory or interrogational. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Strategies include:

- Role-play and other drama techniques
- Circle Time
- RE lessons
- Buddy system
- Peer mediation
- Engagement of the School Council
- Support from outside agencies
- Work with an identified group of pupils, to ensure preventative programmes are in place.

Parental Involvement

The parents/Carers will be informed of any incident and the action that has taken place. They will be asked to support strategies used to tackle the problem. If the child has been bullied or perceived to be the bully, a monitoring tool will be used and a reward system will be put in place to achieve the desired behaviours.

At St. James' C. of E. Primary Academy we believe it is essential to constantly review this policy, to ensure we are in a position to strengthen our approach to this issue. This policy is seen as an integral part of our Behaviour Policy.

Complaints Procedure

If you are concerned about how the school has dealt with an incident, please contact the school at the earliest opportunity to discuss with the Principal. If you are still unhappy about how the school has managed an incident, then the school office can provide you with our Complaints Procedure.

Sources of further Information for Support and Help

Name of Organisation	Telephone Number	Website
Anti-bullying Alliance		www.anti-bullyingalliance.org.uk
Beatbullying.org Cyberbully	0208 7713377	info@beatbullying.org
Bullying UK	0845 8350417	www.bullying.co.uk
Childline	0800 1111	www.childline.org.uk
NSPCC	0800 800 500	
Department for Children Schools and Families	08700 002288	www.dfes.gov.uk/bullying

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Name: C. Dobson

Position: Principal

Date: February 2017

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