

# St John's Church of England Academy

## Anti-Bullying Policy



<b>Reviewed</b>	<b>March 2021</b>
<b>Adopted by Governors</b>	<b>March 2021</b>
<b>Next review due</b>	<b>March 2024</b>

## STATEMENT

**All children are a gift from God. They are all special and should be allowed to develop and grow in a nurturing environment secure in the knowledge that they are cherished.**

*“Valuing All God’s Children-guidance for Church of England Schools on  
Challenging Homophobic Bullying” May 2014*

At St John’s Church of England Academy, we pride ourselves on being a welcoming, fully inclusive, caring community, whose Christian values are built on mutual trust and respect for all. During their time at our school, all children are encouraged to develop a strong sense of what is right and wrong and to respect themselves and others. We believe that all pupils and adults have a right to feel safe and secure so that they can concentrate on their learning, free from all forms of bullying.

*“Research shows that bullying can have long term effects, often in evidence well into adulthood. Bullying of any kind can have devastating effects on the personal wellbeing, identity-formation and self-esteem of any child or young person. This can have an impact on socialisation and academic achievements.”*

Valuing All God’s Children (Second Edition 2019)

*“Children and young people who are bullied are more at risk of developing mental health problems, including depression and anxiety. Children at the highest risk are those who are both bullied, and who bully others.”*

Victoria Department of Education and  
Early Childhood Development, 2013  
NICHD, 2012

## PRINCIPLES AND VALUES

As a school we take bullying and its impact seriously and pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated; the ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

At St. John’s, we acknowledge that bullying does happen from time to time – indeed it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

The school is now a Stonewall Champion School in relation to homophobic bullying and all staff are trained in how to address this in the classroom. We aim to celebrate difference and diversity in everyday school life, which benefits the whole school community.

## AIMS

- To promote a Christian ethos where children and adults are treated with respect and can take part in any activity to their full potential, regardless of gender, race, religion, age, sexual orientation, ability, learning disability, appearance, background or culture.

- Develop a school ethos in which bullying is regarded as unacceptable and where everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported;
- Provide a safe and secure environment in which all can learn and work without anxiety, humiliation, harassment, oppression or abuse;
- Ensure that all children, parents, staff, governors and other stakeholders are aware of our zero tolerance to bullying and know that appropriate action will be taken if it occurs;
- Ensure that everyone takes responsibility for the prevention and elimination of bullying in our school;
- To raise awareness of what bullying is and the different forms of bullying and how they manifest themselves.

## OBJECTIVES

- To effectively challenge and use strategies to cope/deal with bullying.
- To provide help and support to victims.
- To provide help and support to those involved in bullying behaviour.
- To ensure that any reported incidents of bullying are fully investigated.
- To record any incidents (CPOMs) and take further action as necessary.

**This policy needs to be read in conjunction with the Behaviour Policy, Safeguarding, Equal Opportunities, Social, Moral, Spiritual and Cultural Development, PSHE and E Safety Policy.**

## WHAT IS BULLYING?

We recognise that perceptions of what constitutes bullying behaviour can vary between individuals and recognise the importance of a whole school shared community definition. Bullying is rarely a single incident, it tends to be an accumulation of many small incidents, each of which when taken in isolation can be trivial. There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful or threatening behaviour;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves.

As a community we have worked together to clarify and develop a shared understanding of what constitutes bullying behaviour. **Our shared definition states that we believe that bullying is,**

**“The persistent intimidation and/or abuse (either verbal, physical or via social media) carried out deliberately by an individual or group with the intended purpose of harming another individual.”**

In simple terms, bullying at St John’s is considered to be, **“Unkind behaviour which occurs lots of times, on purpose.”**

**Remember: STOP – it happens Several Times On Purpose**

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focusing on the issue of sexuality
Direct or Indirect Verbal	Name calling, sarcasm, spreading rumours, teasing
Cyber Bullying	All areas of internet, such as email and internet chat, Twitter and Facebook misuse Mobile threats by text messaging and calls Misuse of associated technology i.e. camera and video facilities, I-pad, games, consoles

Bullying may be related to:

- Race
- Gender/Transgender
- Religion
- Culture
- Asylum seekers and refugees
- SEN or disability
- Gifted and talented
- Appearance or health condition
- Home circumstances, incl. young carers, poverty, family members serving prison sentences, looked after children
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can be:

- Child to child
- Staff to child
- Staff to staff
- Parent to staff
- Staff to Parent

**It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying.** It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

## **ROLES AND RESPONSIBILITIES**

### **Staff will:**

- Foster opportunities for children to learn to care for one another, living out the school's core Christian values;
- Never ignore suspected bullying;
- Listen carefully to all accounts and investigate as fully as possible (never make premature assumptions);
- Adopt a problem solving approach which moves pupils on from justifying themselves;
- Reassure children that telling is the right thing to do;
- Follow up repeatedly, checking that the bullying has not been resumed;
- Act as a role model for children in their relationships with adults and children;
- Ensure that children are well supervised at all times;
- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children;
- Ensure that opportunities to develop skills and strategies to cope with bullying type behaviour are provided through PSHE curriculum, values materials, anti-bullying workshops and assemblies;
- Record incidents of bullying on CPOMs and alert appropriate staff e.g. HT, Deputy Designated Deputy Safeguarding Officer;
- Inform parents.

### **The Headteacher will;**

- Ensure that all staff are aware of this policy and know how to deal with incidents of bullying;
- Maintain a record of bullying incidents and report to the governing body in termly reports to monitor the effectiveness of this policy;
- Set a school ethos of mutual support thereby making bullying less likely.

### **Governors will:**

- Require the headteacher to keep accurate records of all incidents and types of bullying;
- Monitor incidents of bullying and review the effectiveness of this policy.

### **Pupils should:**

- Tell a teacher or another adult in school immediately, so swift action can be taken;
- Tell their parents;
- Ask a friend to go with you or write your problem down and put it into the plastic wallet outside the Headteacher's room or in the Worry Box in your classroom if you feel unable to tell an adult;
- Try and stand up to bullies by standing up for your rights in an assertive but non-threatening manner;
- Never bully someone else;
- Tell any member of staff straight away if you are aware of someone else being bullied.

### **Parents/Carers**

#### **What to do if you think your child is being bullied:**

- Watch for signs – avoiding friends, possessions disappearing, uncharacteristic behaviour;
- Listen and talk to your child, be calm, show sensitivity but reassure your child that he or she is not to blame;

- Make a note of what your child says – particularly who was said to be involved, how often the bullying has occurred, where it happened and what has happened;
- Explain to your child that should further incidents occur he/she should report them to a teacher or another adult immediately;
- Make an appointment to see your child’s class teacher;
- Explain to the teacher the problems your child is experiencing.

**Talking with teachers about bullying:**

- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident;
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved;
- Make a note of what action the school intends to take;
- Stay in touch with the school- let them know if things improve as well as if the problem continues.

**Give school time to deal with the problem.**

**Do not** attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately or by speaking to their parents **OR** encourage your child to be ‘a bully’ back. Both of these will only make the problem much harder to solve.

**If your child is bullying other children:**

Occasionally, children may be involved in bullying other pupils- often parents are not aware.

Children sometimes bully others because:

- They don’t know it is wrong;
- They are copying older siblings or people they admire;
- They haven’t learnt other, better ways of mixing with school friends;
- Their friends encourage them to bully;
- They are going through a difficult time and are acting out aggressive feelings.

If your child has seriously hurt or has repeatedly bullied another child, you may be asked to make an appointment to discuss the problem.

**To stop your child bullying other you could:**

- Talk to your child, explaining that bullying is unacceptable and make others unhappy.
- Discourage other members of your family from bullying behaviour or using aggression to get what they want.
- Show your child how to resolve difficult situations without using violence or aggression.
- Discuss with your child’s teacher to explain the problems your child is experiencing.
- Regularly check with your child to see how things are going at school.
- Give your child lots of praise and encouragement when they are co-operative or kind to other people.

**Contact Parentline Plus for help and support at [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk).**

## **PROVIDING SUPPORT**

We will provide support to pupils who are bullied by:

- reassuring them that it was right to report the incident;
- encouraging them to talk about how they feel;
- trying to ascertain the extent of the problem;
- engaging them in making choices about how the matter may be resolved;
- trying to ensure that they feel safe;
- discuss strategies for being safe and staying safe;
- ask them to report immediately any further incidents to u;
- affirm that bullying can be stopped and that our school will persist with intervention until it does;
- involve their friends / older pupils in peer support / mediation.

We may then adopt strategies from the following list as appropriate:

- interview the pupil (or pupils) involved in bullying separately;
- talk to anyone else who may have witnessed the bullying;
- reinforce the message that bullying is not acceptable, and that we expect bullying to stop and seek a commitment to this end;
- affirm that it is right for pupils to let us know when they are being bullied;
- adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- consider sanctions under our school's Behaviour Policy; in the most serious, persistent cases of bullying a child may be excluded.
- advise pupils responsible for bullying that we will be checking to ensure that bullying stops.

### **The following strategies should be reinforced with pupils:**

When you are being bullied:

- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult or tell another child what has happened straight away.
- If you receive an inappropriate text/email do not delete it and show it to an adult immediately.

If you are bullying someone:

- You may think teasing people at school is harmless fun but for the victim it can be no fun at all. Try to put yourself in the victim's place.
- There are serious consequences for you if you are found to be bullying someone.
- Admit to yourself that you are a person who is bullying others.
- If you feel you can't stop by yourself then ask someone you trust to help you. If you find it impossible to talk to anyone at school or at home, ring **ChildLine Freephone 0800 1111**. E mail [www.childline.org.uk](http://www.childline.org.uk)

## **STRATEGIES TO PREVENT BULLYING**

**Everyone has responsibility for ensuring that bullying is not tolerated at St John's. As a community we have a complete commitment towards promoting and implementing the most effective strategies to prevent bullying.**

These strategies include:

- Promoting a strong school ethos which encourages mutual respect and tolerance for all individuals through our 12 core values which are reinforced on a daily basis in worship, classroom practice and break times;
- Whole school and other assemblies which regularly promote our core values and keep anti bullying initiatives including e-safety high profile;
- Our value statement is displayed in all classrooms and, along with the 'Golden Rule' is regularly referred to in worship;
- At the start of the year, each class is responsible for writing their own class rules along with their teacher, outlining rights and responsibilities.
- A strong PHSE curriculum which includes units on relationships, communication, and deals specifically with bullying;
- Using a range of teaching and learning strategies with an emphasis on active participation, with the children engaging in discussions, role play, circle time and problem solving activities ensuring that children are taught how to deal with bullying;
- Working with the local community to promote an anti-bullying message, e.g. the school nurse, police;
- Holding annual whole school Anti-Bullying week (Anti-Bullying Alliance) where children write stories, songs and poems about bullying and design anti-bullying posters which are then displayed around the school;
- We are a Stonewall Champion School - we teach the children about homophobic bullying and language and the importance of celebrating difference and diversity in everyday life;
- Ensuring our curriculum reflects our equality and diversity policy in the programmes of study for different subject areas;
- Ensuring anti bullying is addressed specifically, through a continuous e-safety strand in our computing curriculum;
- Teaching a restorative approach to behaviour which encourages conflict resolution within a context of respect and the development of an awareness of self-responsibility which prevents a repeat of inappropriate behaviour;
- Promoting the self- esteem and confidence that children need to ask for help when needed;
- Planning and leading designated sessions within classes to deal with any specific issues;
- Involving children, through designated peer mentors and trained Young Leaders to provide peer support for vulnerable groups/individuals on a daily basis.

## **CYBER BULLYING**

Our school community has a clear awareness of the risks posed to pupils from cyber bullying and recognises the shared responsibility we have to ensure its prevention. We recognise that cyber bullying can:

- Be conducted in a variety of different ways including via mobile phones, social media sites, and the internet;

- Be carried out by people of all ages;
- Be carried out any time of the day or night;
- Sometimes be unintentional e.g. becoming the mistaken recipient of a message.

To prevent cyber bullying we will:

- Regularly promote awareness of the risks of cyber bullying and safe practices when using technology through regular assemblies throughout the year;
- Ensure that the Computing curriculum teaches children how to recognise the cyber bullying and how to use ICT safely through the specific e-safety strand as an integral part of teaching and learning.
- Ensure that any related policies including the 'Acceptable Users Policy' makes specific reference to anti bullying procedures;
- Ensure that any mobile phones brought onto the school premises by pupils are kept in the head teacher's office until the end of the day.

Should any incident or suspected incident of cyber bullying occur, they will be dealt with following the procedures outlined in this policy and recorded on CPOMS.

### **BULLYING OUTSIDE SCHOOL PREMISES**

Our school will take seriously any incident of bullying taking place outside school involving our pupils which is reported to us.

We will:

- Encourage victims 'not to suffer in silence'.

We may:

- Talk to the local community police;
- Talk to the headteacher of the school whose pupils are involved in bullying;

### **ADULT BULLYING**

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community, they must report this to the Headteacher immediately.

If children are experiencing problems with other children in school, parents must not try to take matters into their own hands as this can result in:

- Parents approaching other parents in groups;
- Inappropriate verbal exchanges in front of pupils;
- A breakdown in communication.

Parents, confronting other parents or children, on the school premises are not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we can intervene to resolve the problem to ensure our school community remains a happy, safe place to be.

## **SPECIAL NEEDS**

Pupils with special needs are often at greater risk of being bullied and may not be able to articulate their experiences as well as other children. Classroom activities must be sensitive to their needs and they may need extra help to build up their skills to say 'no' and get help.

## **CONCERNS AND COMPLAINTS**

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office.

## **MONITORING**

There is a record of bullying incidents, and type, which will be monitored as part of the evaluation process. These records are confidential and subject to the Data Protection Act. The PSHE Co-ordinator will liaise with the school council on an annual basis to discuss any issues regarding bullying.

## **EVALUATION**

The policy will be evaluated using feedback from staff, parents, pupils, governors and the school council annually alongside the numbers of incidents, and type that are reported over a given period.

## **REFERENCES**

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

<b>Name of organisation</b>	<b>Telephone number</b>	<b>Website</b>
Act Against Bullying	0845 230 2560	<a href="http://www.actagainstbullying.com">www.actagainstbullying.com</a>
Advisory Centre for Education (ACE)	0207 704 3370	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bully	not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Anti-bullying Network	0131 651 6103	<a href="http://www.antibullying.net">www.antibullying.net</a>
Beat bullying	0845 338 5060	<a href="http://www.beatbullying.org.uk">www.beatbullying.org.uk</a>
Bully Free Zone	01204 454 958	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying Online	020 7378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
BBC	not available	<a href="http://www.bbc.co.uk">www.bbc.co.uk</a>
ChildLine	0800 1111 (helpline for	<a href="http://www.childline.org.uk">www.childline.org.uk</a>

children)

	020 7730 3300 (general enquiry number)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Kidscape	08451 205 204 (helpline for adults only)	<a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
NSPCC	0207 825 2500	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parent line Plus	0808 800 2222	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
Stonewall	0207 593 1862	<a href="http://www.stonewall.org.uk">www.stonewall.org.uk</a>

Reviewed C Large (Headteacher)  
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