

## **Saint John the Baptist Church of England Primary School, Spalding**

### **Anti- Bullying Policy**

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups e.g. because of race, religion, gender or sexual orientation

and it may take many forms which can include;

- physical assault
- teasing
- making threats
- name calling
- cyberbullying – bullying via mobile phone or online (e.g. email, social media etc.)

We therefore view as bullying behaviour where ‘the actions are meant to be hurtful, and which happen on a regular basis’. It can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to, out of school hours via the internet- cyber bullying)’.

### **Aims and objectives**

Bullying is wrong and damages individuals. We at Saint John the Baptist Primary School therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Our school behaviour policy and the school’s values and ethos underpin our commitment to ensure that every child understands what behaviours are expected of them.

The school aims to provide a safe and secure environment where all can learn without anxiety. Through specific curriculum work such as Personal, Social, Health Education (PSHE) we teach children about socially acceptable behaviour and about how to deal with unacceptable behaviour. Through these we aim to reduce the likelihood of bullying and have a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school community

### **The role of governors**

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about incidents of bullying and the impact of measures to combat this.

## **The role of the Head Teacher**

It is the responsibility of the Head Teacher to implement and ensure all staff are aware of the school anti-bullying policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. This is delivered through Assemblies, Social and Emotional Aspects of Learning (S.E.A.L), national anti-bullying week and specific localised work if an incident occurs.

The Head Teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Head Teacher will keep a central record of specific behaviour issues and persistent bullying incidents (See Appendix 1 - Bullying Allegation Form)

## **The role of the teacher and support staff**

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. Therefore teachers keep their own records in a secure folder of any “bullying” type incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will initially investigate it themselves. If an incident is seen to be bullying (a serious incident or regular minor incidents) then the class teacher will refer this to the Head Teacher using the Bullying Allegation Form in Appendix 1.

Teachers are trained to use a range of methods to help prevent bullying such as drama, role-play, stories, circle time etc. within the formal curriculum; to establish a climate of trust and respect for all, helping pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

Teachers also teach children about bullying through SEAL in the relationships unit and more general PSHE lessons. We also work with the children doing activities during anti bullying focus days and weeks.

If any bullying is taking place between members of a class, the teacher will deal with the issue immediately. The school will use its Pupil Mentor to support the victim and to work with the perpetrator.

- In all cases of bullying - regular physical, verbal or emotional actions, the parents of victim and perpetrator will be contacted.
- Support strategies will be established with the victims and the victim will be given specific routes through which to seek support.
- If appropriate a programme of work looking at assertiveness training will be undertaken with the victim.
- Time will be spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If thought to be appropriate, the Pupil

Mentor will undertake a programme of work to help the child understand the consequences of their actions.

- If a child is repeatedly involved in bullying other children, then the parents of such children will be expected to attend regular meetings with the Head Teacher and Pupil Mentor to discuss expectations and strategies to support the child and to monitor progress.

### **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school website.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. Parents will be expected to work with the school if their child is the perpetrator of bullying.

### **The role of pupils**

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. They are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires, class suggestion boxes, school council etc.

### **Policy History**

This policy is an update of the school's March 2016 anti-bullying policy. It has had minor amendments to reflect changes to the curriculum and also the inclusion of a central school behavior log..

Copies are distributed amongst teaching and non-teaching staff School volunteers are also made aware of the policy as part of their induction process. This policy is available to parents on request and via the school website. It is located in the central policy folder on the school 'G' drive).

This policy was considered by governors at the April 2017 Curriculum meeting and then agreed by the school's governing at the May 2017 meeting of the Governing Body.

May 2017

**Appendix 1****Bullying Allegation Form**

This form is to be used to monitor the school's response to any allegation of bullying. It is intended as a record of actions to ensure that all parties have a clear understanding of the response made to alleged incidents.

Name(S) of Victim	
Name(s) of alleged perpetrator(s)	
Details of incident	
Date & Time of incident	
Where did the incident take place?	
Any other witnesses to the incident	
Please detail the incident	
Details recorded by :	
Form passed to :	

Main points of investigation into the incident;
Outcome following investigation

Signed \_\_\_\_\_

Date \_\_\_\_\_