



Anti-bullying Policy

Signed by..... Position

Date of Policy: May 2019

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What is bullying?

PSHE Bullying can take many forms. Broadly, it is unkind and usually persistent behaviour intended to assert the power of one person over another, usually by frightening or humiliating them. Bullying makes the lives of its victims a misery: it undermines their confidence and self-esteem; and destroys their sense of security. Once a victim is sensitised, a threatening look alone may reinforce their fearfulness. Bullying – which is often fuelled by ignorance or prejudice - may take the form of verbal, physical or emotional abuse or harassment. A victim may be picked on because of gender, race, religion, culture, physical appearance or disability, sexual orientation – or for no obvious reason at all. Bullying has the effect of hurting, threatening or frightening another person; it is oppressive, coercive and an abuse of power. It is often planned and secret, and increasingly takes place via the Internet. Above all, bullying tends to be systematic rather than a one-off act: thus a child is repeatedly the target of taunts or physical attacks; or, in the case of so-called indirect bullying, rumours and social exclusion.

Our vision of what we want our school to be

At St John's, we believe that everybody, children and staff, have the right to work and play feeling safe, happy and free from the fear of bullying. We want our school to be a place where everyone is safe from bullying and harassment. Bullying is not an acceptable form of social interaction and where it is found to be happening, we will take all necessary measures to remove its influence from our school.

**At St John's we aim to prevent bullying in various ways.
Examples of how we do this are as follows:**

- The topic of anti-bullying is embedded into the PSHE curriculum for each year level in the school and is covered each year. Ideally the lessons are to be delivered to coincide with National Anti-Bullying Week that occurs in November of each year. The PSHE lessons on the topic of anti-bullying cover what is meant by the term “bullying”, what kinds of behaviours are considered bullying behaviours, feelings and emotions and responses to bullying.
- The school council raises the awareness of Anti-Bullying Week each year in November. The school council provides an activity for the whole school in which to participate, e.g. create a poster to advertise Anti-Bullying Week. This helps to raise pupil awareness of bullying and allows the topic to be discussed in a safe environment. As part of the Anti-Bullying Week workshops for pupils and parents are provided to support their understanding of Bullying, the school’s policy and what to do if you are worried about bullying.
- Whole school assemblies on the theme of Anti-Bullying
- There is a high staff to pupil ratio in the school and in each classroom. This helps to prevent bullying behaviours.
- There is a high staff presence supervising on the playground during break times each day. This helps to prevent bullying behaviour and also allows staff to monitor pupil behaviour in the playground.
- The Learning Mentors in the school provide group sessions for pupils on the topic of anti-bullying

At St John’s we aim to respond swiftly to any bullying of which we become aware. We aim to keep parents and carers informed, impose sanctions as appropriate and record, monitor and analyse incidents. The procedures are as follows:

- **Procedure for pupils to report bullying behaviour:**
 - Pupils are encouraged to tell a staff member about any bullying behaviour and to talk about what is happening or has happened as soon as possible

- **Procedure for Staff:**

- Listen to the pupil
- Staff (or staff member who witnessed the behaviour) to complete SIMS bullying report.
- Inform Class Teacher. Class teacher will then be responsible for monitoring students involved in incidents of bullying.
- In case of low-level behaviour Class Teacher monitors this and decides on any further action. Head of Department will be informed of any high level behaviour.
- In the case of persistent bullying the head of department will speak to the students involved and their parents/carers will also be informed.

At each stage of reporting the incident, the severity of the behaviour is judged using staff professional judgement.

The SIMS reports serve as a means to collect data on bullying that may occur in the school and the response of staff.

- **Monitoring and Tracking Bullying Behaviour:**

- Staff members are to use the Behaviour Checklist/Tick Box Chart to monitor the behaviour of pupils – this refers to behaviours, which they have seen or which have been reported to them by other staff members.
This helps to monitor and log behaviours and establish whether there is a pattern of behaviour for particular pupils over time.
- If the behaviour is repetitive, sanctions will be applied according to the age of the child and severity of the behaviour.
- If a pattern of behaviour emerges, the Class Teacher is to inform the Head of Department. The Head of Department will investigate the situation that is occurring with the pupil/s and will keep a written record of their investigation.

- **Forms to be used by staff:**

- Concern Form – used to express a concern about a pupil, which may be regarding general welfare, hygiene, behaviour, etc. The concern form is to be given to the Head of Department. This does not relate to bullying.
- SIMS behaviour recording which will be used to monitor bullying incidents and to support behaviour interventions to modify such inappropriate behaviour.

- **Low Level Bullying Behaviour**

- Low level bullying are those behaviours that may occur only once and are considered non-violent. Consequences for low-level behaviour are given to pupils by the Class Teacher and parents may be informed.
- Low-level behaviour will be recorded using SIMS.
- A low level behaviour may become a high level behaviour when, in the Class Teacher's judgement, the frequency / repetitive nature of the behaviour makes it more challenging.

- **High Level Bullying Behaviour**

- High-level bullying behaviours are those that may occur only once, or may be repetitive, but are highly offensive and/or extremely violent. The Head of Department is informed of all high level bullying. The Class Teacher or Head of Department will telephone the pupil's parents to discuss the situation.
- Referral to CAMHS may be considered, if necessary, depending on the nature of what has occurred.
- A SIMS report will be completed

Students who have been bullied will be supported by:

- Offering an immediate opportunity to talk about the experience with a member of staff
- Reassuring the student (reinforcing it is good to tell)
- Restoring self-esteem and confidence.

Students who have bullied will be helped by

- Discussing what happened
- Discovering why the student became involved
- Establishing awareness of the wrongdoing and need to change

- Informing parents or guardians to help change the behaviour of the student.

Outcomes / sanctions

- The bully may be asked to apologise
- Other consequences may include:
 - Time Out
 - Loss of choosing time
 - Loss of stickers on sticker chart
 - Loss of break time
 - Discussion of behaviour
- In serious cases suspension or even exclusion
- If possible the students will be reconciled - facilitated by a member of staff
- After investigation each case will be monitored to ensure repeated bullying does not take place

How we deal with bullying that takes place outside of school

Bullying may be reported or observed that takes place outside school (for example, this may include through social networking internet sites or other high tech means). In these circumstances parents will be informed. The police may be informed if appropriate. A plan will be drawn up with parents including sanctions and a specific individualized programme to teach pupils about safer use of the internet (if appropriate) to complement the teaching about this through PSHE / ICT curriculum ("Think You Know" programme for parents and pupils).

Analysing bullying behaviour

The mentors review the bullying data recorded on to analyse any trends or patterns that require further action. These are presented to staff for discussion. The Leadership Team will be immediately notified of serious concerns.