

# St John's Primary School



## Anti-Bullying Policy

### Statement of Intent

True to its Christian foundations, St John's Primary School, through its caring ethos and the many different facets of school life, aims to foster healthy personal relations and create a positive, caring and supportive community.

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If Bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that Bullying is happening is expected to tell the staff.

### Who are Bullies?

We recognise that bullies can be found in all levels of our school

- Children
- Adults to children
- Children to adults
- Adults to adults

### What is Bullying?

At St John's we consider it to be:

- Deliberately hurtful
- Repeated over a period of time
- Difficult for victims to defend themselves

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading of rumours, teasing

Joining in with any of these things is also Bullying Behaviour.

## **Why is it important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of Bullying. Everybody has the right to be treated with respect. Pupils who are Bullying need to learn different ways of behaving.

We recognise our responsibilities to respond promptly and effectively to issues of Bullying.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what Bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on Bullying, and follow it when Bullying is reported.
- All pupils and parents should know what the school policy is on Bullying, and what they should do if Bullying arises.
- As a school we take Bullying seriously. Pupils and parents should be assured that they will be supported when Bullying is reported.
- Bullying will not be tolerated.
- If Bullying is disclosed we use the ‘no blame’ approach to resolve it.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened walking to or from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn and books damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is Bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but Bullying should be considered a possibility and should be investigated.

## Procedures

1. Report bullying incidents to **class teachers**, who will investigate and record it. Any other adult in a position of responsibility should feed back to the class teacher as soon as possible after any incident.
2. This information will be monitored half-termly by Mrs Loneragan, who will look for patterns across the school or keystone.
3. In cases of serious Bullying, the incidents will be recorded in the 'Bullying Book' by Mrs Lowman. The book will be kept securely in Mrs Lowman's office.
4. In serious cases parents, of both the bullied and Bullying parties, should be informed, and may be asked to come in to a meeting to discuss the problem openly and honestly.
5. If necessary and appropriate, police will be consulted.
6. The Bullying behaviour or threats of Bullying being investigated by a teacher, or lunch supervisor must be stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour.

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place, such as removal from the playground, library or wherever the Bullying is taking place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated Bullying does not take place.

## Prevention

Children will know who to talk to.

Children will be taught different strategies to help them deal with Bullying situations which they may encounter:

- signing a behaviour contract
- writing stories or poems or drawing pictures about Bullying
- reading stories about Bullying or having them read to a class or assembly
- making up role-plays
- having discussions – circle time about Bullying and why it matters
- using playground buddies to make playtime more enjoyable

This policy will be reviewed each year by staff.

**Reviewed January 2016**  
**Next Review Feb 2018**