

**John Shelton Community
Anti-Bullying Policy**



Primary School

Statement of Intent

At John Shelton, we are committed to providing a caring, friendly and safe environment for all of our pupils and staff. Bullying is wrong and can have a profound effect on children socially, emotionally and also academically. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Anyone who knows that bullying is happening must tell a member of staff. All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. Governors monitor bullying through the Headteacher's termly report.

What is Bullying?

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can be:

- Emotional – being unfriendly over a period of time; tormenting (e.g. hiding books, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Incidents of racist bullying will be dealt with in accordance with the school's Race Equality Policy as addition to this policy
- Sexual – unwanted physical contact, sexually abusive comments, including homophobic comments
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of the internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video

When an incident is reported, staff will try to establish the full facts to help them decide whether it is a case of bullying or not. Unacceptable behaviour which does not constitute bullying, (e.g. where there has been some provocation or it is a one-off incident which is not serious and no physical or emotional harm is done) will be dealt with in line with the school's Behaviour Policy.

Why is it important to respond to bullying?

Children and staff have the right to work in a safe and secure environment and to be treated with respect. Our school has a responsibility to respond promptly and effectively to issues of bullying. We have a very effective programme of Personal, Social and Health Education, which includes developing positive relationships with peers and issues surrounding bullying. This gives children the opportunity to develop personal skills and strategies to cope with bullying, both now and in the future. The school is also committed to promoting acceptable behaviour through its PSHE programme. Pupils who are bullying need to learn different ways of behaving.

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
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide, self-harming 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 or possessions damaged or "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 hungry (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

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

1. Any incidents of suspected bullying should be reported to the class teacher in the first instance (either by parents/carers or a member of staff), who will gather evidence and decide whether the incident is a matter for bullying policy or behaviour policy
2. If the class teacher confirms that it is a case of bullying they will speak to the 'bully' and inform them that the bullying must be stopped immediately. The class teacher will also reassure the 'victim' that the bullying will stop and advise them to tell a member of staff immediately if it doesn't. Teacher to log this incident on CPOMS, our in school reporting system.
3. Class teachers will inform the Headteacher, Deputy Headteacher or Senior Manager, who will decide whether parents/carers are to be informed.
4. If bullying incidents continue this should be reported to either the Headteacher, Deputy Headteacher or Senior Manager by a parent/carer or the class teacher.
5. The Headteacher, Deputy Headteacher or Senior Manager will record any further incidents on CPOMS.
6. Parents/carers will be invited to come into school to discuss the situation and to decide on appropriate strategies for dealing with the unacceptable behaviour (see below).
7. If parents/carers are not satisfied with the way in which any incidents have been followed they should speak to the Headteacher, in the first instance. If they are still not happy they should follow the guidance in the School's Complaints Policy (a copy of which can be obtained from the school office or the school's website).

The school cannot take responsibility for any incidents of bullying that happen outside of school. However we urge parents to inform us about such incidents so that we can take preventative measures to stop incidents occurring in school.

Neither can we be responsible for the actions of parents, either within the school grounds or outside of school. If incidents occur between parents, or a member of staff is threatened or bullied, on school premises we may consult the police, if necessary.

Actions

The school has taken advice from the Learning and Behaviour Support Service about dealing with cases of bullying.

The following strategies may be used and each case will be monitored to ensure repeated bullying does not take place:

- The bully (bullies) will be asked to genuinely apologise. If possible, the pupils will be reconciled.
- A 'no-blame' approach, whereby the 'bully' and the 'victim' are supported by their peers. The 'bully' is encouraged to take responsibility for their own behaviour through this approach.
- The 'bully' may go 'On Report' for a fixed period of time in consultation with their parents/carers. The Report Card is completed at the end of each session and sent home for parents to see and comment on the child's behaviour.
- Circle time may be used to discuss issues with the class.
- There may be teacher led class discussion enabling children to empathise with the victim/s.

- There may be mediation with an appropriate adult.
- Outside agencies may be consulted e.g. SEMIL, Educational Psychologist if further advice and support is deemed necessary
- The school may also inform Social Services or the Police, in line with our Child Protection Policy, if necessary.
- Very serious breaches of this policy or the Behaviour Policy may result in a Fixed Term or Permanent Exclusion. Local Authority Guidelines will be followed in this event.

After the incident/s have been investigated and dealt with, each case will be monitored by the adults involved to ensure repeated bullying does not take place.

Prevention

The school uses a variety of methods for helping children to prevent bullying and to establish a climate of trust and respect for all. Each year, we hold a whole school Anti-Bullying Week as part of our PSHE scheme of work. As and when appropriate, these may include:

- Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- Writing a set of class/school rules.
- Agreeing a behaviour contract.
- Writing stories or poems or drawing pictures or posters about bullying.
- Reading stories about bullying or having them read to a class or assembly, followed by discussion.
- They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.
- Having discussions about bullying and why it matters.
- Teaching and learning activities focused on personal and social education.
- Using external agencies e.g. drama performances, assembly guests.
- Actively liaising with secondary schools.

Procedures for dealing with incidents involving staff

Bullying in the workplace can be defined as the persistent use of offensive behaviour which gradually undermines a person's self esteem and confidence. Any form of bullying against staff from any source is unacceptable and any incidents of bullying should be reported immediately to the Headteacher. If the allegation is against the Headteacher then staff should seek advice from the Chair of Governors or the school's Area Education Officer. Local Authority guidance will always be sought in the event of allegations of workplace bullying and, if necessary, advice will also be sought from Professional Associations.

Help Organisations

Childline

www.childline.org.uk

Tel: 0870 336 2955

Advisory Centre for Education (ACE)

www.ace-ed.org.uk

Tel: 0300 0115 142

KIDSCAPE

www.kidscape.org.uk

Tel: 020 7823 5430

Workplace Bullying

www.workplacebullying.co.uk

