



St John Evangelist School has a concern for children's, spiritual, physical, intellectual and social well-being.

Rationale

At St John's we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying.

Emotional: excluding from a group, tormenting, ridiculing, humiliating.

Physical: hitting, punching, pinching, kicking or taking someone's belongings.

Verbal: name-calling, insulting, spreading stories about someone, threats, making fun of someone.

Racist: racial taunts, gestures, making fun of someone's culture or religion.

Sexual: unwanted physical contact, sexually abusive or sexist comments.

Cyber: setting up hate websites, offensive e-mails, social media messages and texts.

Bullying is not:

It is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do 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 a child'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.

Bullying is done repeatedly and on purpose.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- We wish to build the self-esteem of all pupils.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in your child's education, enquire how their day has been, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of bullying need to be reported to the class teacher and the Deputy/Headteacher.
- The class teacher will speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Deputy/Headteacher. Parents may be informed by the class teacher, depending on the incident.
- The problem will be identified and possible solutions suggested (by the class teacher in the first instance).
- Staff will attempt to adopt a problem-solving approach through circle times and/or drama activities.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, being withdrawn from class, being withdrawn from participation in a school visit, club or event not essential to the curriculum.
- If possible, the pupils will be reconciled.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- An attempt will be made to help the victim build resilience.
- If the bullying continues, or in more serious cases of bullying, parents will be informed and invited into the school for a meeting to discuss the problem.

- Mediating meetings, with both parents and pupils present may be used to resolve the issues.
- All incidents will be recorded and stored on CPOMs.
- In repeated, or serious cases, the school may follow the following sanctions: lunch time exclusion, internal exclusion, fixed term exclusion, permanent exclusion.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Regular PSHE teaching following the agreed scheme of work
- Taking part in national anti-bullying week
- Awareness through anti-bullying assemblies
- Circle time
- Drama/role play activities
- Collective Acts of Worship that celebrate positive and helpful interactions between each other
- Playground friends may be used to encourage and model positive and inclusive play
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Equaliteach workshops in Year 5 and 6
- Jimmy Mizen workshops in Year 5 and 6
- Respect workshops in Year 5 and 6
- Use of Back to Green Strategies to support pupils to learn about their emotions and develop emotional regulation strategies