



St James' CE Primary School
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Anti-Bullying Policy

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1. Rationale

“Treat others as you want them to treat you. This is what the Law and the Prophets are all about.” Luke 11:12

At St. James’ School 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

2. 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, Indirect bullying, through 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 and texts

Bullying is not:

It is important to understand that bullying is not 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 classified as bullying. It is an important part of a child’s development to learn how to deal with friendship breakdowns, the odd name-calling. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at St. James’. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

3. 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, especially bullies and victims.

4. Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to: Look out for unusual behavior 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 gone, who they have spent time with etc.

If you feel your child may be a victim of bullying behavior, inform the school. Your complaint will be taken seriously and appropriate action will follow.

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 behavior. This will only make the situation worse.

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.

5. Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at St. James' Primary School 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 reported bullying need to be reported to the Deputy Headteacher/Assistant Headteacher/ Headteacher
- The member of staff will speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Assistant Headteacher/Headteacher.
- The problem will be identified and possible solutions suggested
- Staff will attempt to adopt a problem solving approach through circle times and/or drama activities which will move children on from having them to justify their behavior.
- Appropriate action will be taken to end the bullying behavior or threats of bullying.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be 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 behavior.
- 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 kept on file.
- In repeated or serious cases the school may follow the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

6. 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 may include (where appropriate or possible):

- Work by the Learning Mentor
- Regular PSHE teaching following the agreed scheme of work
- Awareness through anti bullying assemblies
- Circle time
- Drama/role play activities
- Implementation of playground peer mediators
- Playground buddies for children who are experiences difficulties settling into school
- The following of the whole school behavior policy, which includes using praise and rewards to reinforce good behavior.
- Encouraging the whole school community to model appropriate behavior towards one another.