St. James CE Primary School is committed to the safeguarding of our pupils and staff.

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Anti-Bullying Policy



Statement of Vision and Values

In consultation with pupils, parents, governors, community members and staff our vision and values were generated based on our inspiration from the Parable of the Sower and how this links to our children and their journey with us.

Our School Vision:
Within our community we strive to develop deep roots, strong growth and freedom to flourish as a unique and whole child of God.

Matthew 13 - The Parable of the Sower – '… but the seed falling on good soil refers to someone who hears the word and understands it. …….produces a crop, yielding a hundred, sixty or thirty times what was sown."







Values

We decided at St James CE Primary School that Kindness and Respect are values which we feel unpin our vision and are incorporated in all we do and say – so therefore these two values will be taught alongside all the other six values we have chosen.

½ termly focus	Value
Autumn 1	Responsibility
Autumn 2	Friendship
Spring 1	Perseverance
Spring 2	Trust
Summer 1	Courage
Summer 2	Positivity

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St. James CE Primary School ANTI-BULLYING POLICY

This policy should be read in conjunction with 'The Department for Education (DfE) guidance on preventing and tackling bullying July 2017 (Please see the link below) & also the schools Behaviour, Equal Opportunities, Safeguarding and Child Protection & Online Safety Policies. It also considers the DfE legislation 'Keeping Children Safe in Education'.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Introduction

At St. James CE Primary School, we regard the welfare and safeguarding of our pupils as one of our top priorities. The school has a commitment to nurturing every child including pupils' safety, health, economic well-being, enjoyment, excellence and their participation in the community. We have a strong values-based culture, drawing on our own Christian Values, as well as the British Values.

Through this policy, we aim to outline our attitude and response towards bullying from all members of the school community, to ensure consistency. It is important that we make our opposition to bullying as transparent as possible, and clearly outline our procedures for dealing with any incidents, as detailed below.

We have a clear Behaviour and Online Safety Policy, as well as a Code of Conduct, which help to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. Our Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to this.

In April 2011, the Equality Act 2010 came into force. This Act ensures discriminations (direct and indirect), harassment and victimisation are challenged to ensure equality. This policy, along with the SEN & Disability Policy, Equal Opportunities Policy and Behaviour Policy, is written and reviewed in light of this Act to ensure the school is fulfilling its statutory duty.

Definition and Types of Bullying

We define bullying as 'persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.'

Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

- Verbal and physical bullying can include name calling, insults; teasing; taunting, mocking, making offensive comments; kicking; hitting; pinching; pushing; tripping or damaging belongings

- Social bullying can include damaging someone social reputation; gossiping; excluding people from groups and spreading hurtful and untruthful rumours

- Cyberbullying can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos. Please see our Online Safety Policy for further information.

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- Racist Bullying refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

- Homophobic Bullying occurs when bullying is motivated by a prejudice against people who are LGBTQIA

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:
* Looked After Children
* Gypsy, Roma and Traveller children
* Children with Special Educational Needs or Disabilities (SEND)
* Children from ethnic minorities
* Children entitled to Free School Meals
* Children for whom English is an Additional Language
* Children who are perceived to be gay, lesbian or bisexual

Signs to Look for in Children Being Bullied

Staff and parents/carers should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, taking longer to get home if walking unaccompanied, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Preventing Bullying

We understand the seriousness of bullying and its impact on those involved. We therefore do all that we can to prevent it. This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable.

As a Christian church school, we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the commandment to 'love your neighbour as you love yourself.' Our vision and supporting values help us to discuss behaviours and promote a culture where all members of the school community feel valued through mutual respect.

With this in mind, preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through collective worship and targeted assemblies, as well as PSHE and RE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. In addition, online safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyberbullying and pupils know and are educated in how to respond to any incidents that may arise.

Responding to Bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Executive Headteacher/Head of school, Designated Safeguarding Lead (DSL) or another member of leadership team will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help, the Behaviour Support Service or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Supporting Pupils

Following the outcome of any reported incidents, and implementation of the procedures as stated above, as a school, we will also ensure ongoing support for both the victim and the perpetrator. This may take the form of informal support involving the child's own Class Teacher or Learning Assistant (for example, daily talk time), school-based counselling, such as Art Therapy or, where appropriate, involving outside agencies such as the SWERRL Team or local police and borough initiatives. Where appropriate, this may also involve providing support for parents/carers and/or signposting them to local services.

Pupils involved in any incident relating to bullying are also monitored by staff, in particular the Parent Liaison Officer and other members of the Safeguarding Team, to ensure their safety and wellbeing in the longer-term. This will also enable us to review the strategies that have implemented, adapt if required, and monitor their effectiveness to ensure that no further incidents arise.

Throughout all the above processes, we commit to working collaboratively with parents and carers, in the best interests of all parties.

Monitoring and review:

The effectiveness of our anti-bullying strategies are monitored by the head teacher on an ongoing basis and written reports are submitted to the governing body identifying behaviour issues on a regular basis. This is minuted by the governing body and forms part of the evidence base for the effective implementation of the Equality Act 2010.

Reviewed – December 2025

Next review – December 2027

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Bullying – A Charter for Action

Name of School

Name of Local Authority

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Our school community

- ✔ Discusses, monitors and reviews our anti-bullying **policy** on a regular basis. Good practice suggests the policy should be reviewed on average every two years.
- ✔ Supports **staff** to promote positive relationships and identify and tackle bullying appropriately.
- ✔ Ensures that **pupils** are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- ✔ Reports back quickly to **parents/carers** regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- ✔ Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the **LA and relevant organisations** when appropriate.

Can I talk to you? I'm being bullied!

_____ Chair of Governors

_____ Headteacher

_____ Representative of pupils

_____ Date

NASUWT ATL nga ASCL NAHT

department for children, schools and families ADCS ISCG PAT UNISON PGR