

St. John's Church of England Infant and Nursery School



Anti-bullying Policy

Statement of Intent

As a church school everything we do is rooted in our Christian values. At St. John's we teach the children about these core values:

Love, respect, honesty, forgiveness, friendship, courage, cooperation, peace, perseverance, trust, patience and understanding.

This is reflected in all our relationships between staff, children, parents, governors and the local community. It is reflected in how we teach, what and how our pupils learn within and beyond the classroom.

These values are fundamental in the implementation of this policy to ensure that we maintain our distinctive Christian character of which we are proud.

Anti-bullying Policy	
Written by:	Alice Aharon
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Review frequency:	Every 3 years
Target Audience:	All Stakeholders

The governing body shall conduct the school with a view to promoting high standards of educational achievement. St John's CE Nursery and Infant School is committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups. These factors were considered in the formation and review of this policy and will be adhered to in its implementation and application across the whole school community.

ANTI-BULLYING POLICY

This policy supplements the school's behaviour policy which aims to develop strategies to promote good behaviour and outlines unacceptable behaviour and how it is dealt with. It should be read in conjunction with the policy for Equalities and the Acceptable Users Policy.

St John's Infant and Nursery School recognises and affirms the right of every child to learn in a safe and secure environment and is committed to preventing and responding to bullying.

It is acknowledged that bullying can seriously disrupt an individual's educational progress and achievement.

Bullying of any kind is unacceptable at St. John's School. We believe that children have a right to feel that they are safe from verbal, physical and emotional harassment when they come to school.

Children who engage in inappropriate behaviour towards other children will be dealt with as described in this policy including, if necessary, the severest sanctions. Racial abuse will not be tolerated (see Equalities Policy). Incidents of bullying or racism are logged and also reported in summary form to the governing body.

Aims of this policy

- To prevent, de-escalate and/or stop harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the pupil who has experienced bullying and to trigger sources of support for that pupil
- To work in partnership with pupils and parents to promote openness and a resolution

Definition of Bullying

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences." [DFE 2011]

The Equalities Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It covers disability, gender reassignment, race, religion or belief, sex and sexual orientation. The school will be monitoring incidents against the protected

characteristics. If anyone feels they have been bullied this will be recognised and addressed.



The school is required to follow the Home Office definition of a racist incident: *“Any incident which is perceived to be racist by the victim or any other person.”* For any bullying incident that specifically includes racism the Equalities Policy should be referred to.

Single incidents and incidents of verbal or physical attack, and behaviour which is hurtful but not intentional, will also be taken seriously and dealt with according to the principles outlined in this Policy and the school's Behaviour Policy.

Bullying may relate to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance of health condition
- Home circumstances
- Sexual orientation, sexism or sexual bullying

Bullying is behaviour that impacts negatively on others in the following ways:

1. The behaviour is either intended to cause distress or results in significant distress
2. The behaviour is repeated or results in multiple impacts on the target
3. There is an imbalance of power between the perpetrator/s of bullying and the target/s whether as a result of the prior context or the content or the experience of the hurtful behaviour

Training and guidance

Training and guidance will be provided for all staff to ensure they are equipped to carry out the responsibilities outlined in the school's policy.

Roles and Responsibilities

The Staff

Bullying is taken seriously and any reported incidents are investigated.

St John's Infant and Nursery School is committed to:

- eradicating incidents of bullying
- supporting children involved in any incidents of bullying
- ensuring that the whole school community (adults and children) is aware of the policy and understand their roles and responsibilities in preventing and responding to bullying
- encouraging children to report incidents

Staff aim to create an environment in which all members of the school community are encouraged to:

- treat everyone with kindness and respect
- act with thought and consideration to others
- behave courteously, being polite and helpful at all times
- be friendly and co-operative
- be honest and truthful
- treat property with respect.

Staff take steps to prevent any member of the school community from:

- making unkind or offensive comments (including comments about people's appearance or ability/disability)
- behaving in a racist, sexist, ageist or homophobic manner
- using foul or unacceptable language
- being rude or aggressive
- shouting unnecessarily
- using physical aggression
- damaging property

Staff will ensure that:

- opposition to such behaviour is made clear
- the reasons for the objections to such behaviour are explained
- steps are taken to ensure, as far as possible, that such behaviour is not repeated
- the parents of the offender are informed of the school's policy not to tolerate such behaviour
- children who have been bullied, and their parents, are supported
- the nature and response to an incident is made known to other staff

The school aims to ensure that all members of the school community understand what constitutes bullying and are alert to signs that bullying is taking place. Sometimes behaviour occurs which is hurtful but not intentional. Such behaviour will always be treated seriously with support given to all parties. Offenders will be made clear of the effects of their actions, as stated in the school's behaviour policy

Children

Children will:

- use the strategies outlined in the Behaviour and Anti-bullying policies
- learn about what constitutes bullying and what to do about it
- have opportunities to develop skills to resist bullying and to deal with bullying
- be aware that knowing about bullying by or to others and doing nothing is unacceptable
- know that, as either a victim or a witness of bullying it is 'O.K. to tell' and that they will receive practical help if they do so. Children can tell their class teacher, or any other adult in the school.

Parents

Parents, carers and families have an important role to play in helping the school to deal with bullying. They should endeavour to:

- adhere to the Home/School Agreement
- be aware of the school's guidelines for encouraging positive behaviour (See Behaviour Policy)
- prepare their children to enter school displaying polite, well mannered and respectful behaviour
- discourage their children from using bullying behaviour at school, home or elsewhere
- take an active interest in their children's school life, discuss friendships and how play time is spent
- watch out for signs that their children are being bullied or are bullying others
- contact the school at the first sign if they are worried that their children are being bullied or are bullying others.

Governors

The Governing Body will:

- regularly review the school's Anti-Bullying policy on a three year cycle
- consult all interested parties in revising the policy as necessary
- help to explain and comment on the policy to all interested parties
- ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy
- have a Governors specifically trained to respond to complaints.

Communication

At break times - any incidents are reported to the class teacher, serious incidents are referred to the Head of School.

Class teachers keep the Head of School informed of repeatedly poor behaviour, serious one-off incidents or suspected bullying. **All incidents are recorded on CPOMS (Child Protection Online Monitoring and Safeguarding system).**

At lunchtime Midday Supervisory Assistants report incidents to the Senior Supervisory Assistants and, if necessary, to class teachers at the end of each lunchtime. Class teachers follow up the incidents and involve the Senior Leadership Team if necessary. Serious incidents are reported to the Senior Supervisory Assistant who will involve the Senior Leaders as appropriate. **All incidents are recorded on CPOMS.**

All behaviour incidents are recorded on CPOMS. The record includes details about the nature of the incident, a description about the incident itself, a note of the action taken and a list of people who were notified. This includes racial, homophobic and other incidents of discriminatory nature.

Procedures for identifying and dealing with incidents of bullying

Procedures for preventing and dealing with bullying

The school has clear systems to report bullying which apply to the whole school community (which includes staff, parents/carers, visitors, volunteers and pupils). This extends both to individuals who are the victims of bullying or who have witnessed bullying behaviour.

The parents of all children concerned are informed of incidents of bullying as soon as possible, in person or by telephone, and are invited to attend an appointment to discuss the incident and the consequences.

Anyone who bullies will be made aware of the effect of their actions. It will be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated. It should also be recognised, however, that some children who bully need help and support themselves and the school will endeavour to ensure they receive it.

Prevention

As part of the school's ongoing commitment to the safety and welfare of its pupils, the school has developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- Positive behaviour is promoted throughout our school in line with the Behaviour Policy
- Teachers will talk with their classes about bullying and what they should do as an individual if they are bullied, or are witness to or are aware of any bullying
- All classes take part in weekly PSHE lessons using the Jigsaw curriculum
- Whole school assemblies and events such as anti-bullying week.
- Annual training for staff on recognising and responding to bullying
- Individualised support for vulnerable pupils e.g. play therapy, social stories, social groups
- Support from outside agencies
- This policy will be available on the school's website and will be accessible to parents, visitors and volunteers.

Reporting a potential incident of bullying

The systems for reporting a potential incident of bullying are:

- Pupils should report any potential incident of bullying to which they are subject or which they observe to an adult within the school.
- Parents/carers should report any potential incident of bullying to any teacher.
- Staff should report any potential incident of bullying to the Head of School, the Executive Headteacher or a member of the Senior Leadership Team.
- Visitors should report any potential incident of bullying to a member of staff.
- Volunteers should report any potential incident of bullying to a member of staff.

Investigating a reported potential incident of bullying

All reported incidents will be taken seriously and investigated promptly involving all parties in a consistent and fair manner. The investigation will be undertaken by a member of the Senior Leadership Team.

If a potential incident of bullying is reported, all those involved will be spoken to individually, be told in age appropriate language the allegation made against them and given an opportunity to give their version of events. If a parent has reported the potential incident of bullying, the member of the Senior Leadership Team will explain to the parent that an investigation will take place and will report back the outcome of the investigation by an agreed date.

If the pupil has reported the potential incident of bullying, their parents will be advised that an investigation is taking place and will be advised of the outcome by an agreed date.

The parents of the child accused of bullying will be informed of the incident if the investigation concludes that the child has engaged in hurtful behaviour or if the behaviour is found to constitute bullying (as defined above in this policy).

Once the facts have been established as clearly as possible, the member of the Senior Leadership Team will consider objectively whether bullying has occurred using the definitions set out in this policy.

If the investigator concludes that bullying has not occurred but that there has been behaviour which has been hurtful in nature, the pupil who has engaged in hurtful behaviour and their parents will be spoken to by Senior Leader and given support to modify their behaviour. If appropriate, proportionate disciplinary sanctions will be applied in accordance with the School's Behaviour Policy.

If the investigator concludes that bullying has occurred, the following action will be taken:

- The victim will be offered support, guidance and comfort to empower him/her;
- The perpetrator will be made aware in age appropriate language of the seriousness of their behaviour and appropriate and proportionate disciplinary sanctions will be applied (as specified in the Behaviour Policy).
- Parents/carers will be informed.
- The perpetrator will be offered support and guidance to modify their behaviour going forward.
- The situation will be monitored to minimise the risk of the bullying reoccurring
- The incident will be reported to the Head of School who will ensure the incident has been recorded appropriately and accurately on CPOMs and that the Executive Headteacher has been made aware.
- If the bullying still persists, the Head of School and/or the Executive Headteacher will inform the Chair of Governors and exclusion procedures will be considered in accordance with the Behaviour Policy.

Any parent or carer who is dissatisfied with the outcome of the investigation is referred to the Complaints Policy and may make a complaint in accordance with its provisions.

Monitoring Behaviour

Where a child's behaviour is causing concern, the SLT will be able to monitor their behaviour by reference to CPOMS.

- Monitoring and evaluating children's behaviour will be included in the agenda for the cycle of Staff Development Meetings and Team Meetings.
- Evidence will be gathered in a variety of ways including playtime observations and shadowing.
- The Head of School and the Executive Headteacher will report regularly to governors on progress in maintaining good behaviour.