



St John of Jerusalem
Church of England Primary School

Anti-Bullying Policy

February 2022-23

We ask all Parents and Staff to support our policy.



St John of Jerusalem
Church of England Primary School

School Vision

Our Christian faith underpins the life of the school, and through God's enduring love, we create a nurturing and caring environment where our pupils develop in body, mind and spirit. Through love, patience and kindness, our children are encouraged to learn and grow together to realise their full potential.

"I can do all things through Him who strengthens me."

Philippians 4:13

OUR SCHOOL'S VALUES AND BELIEFS

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Children at our school have the right to be safe.

Our School maintains a caring approach to all our children, and we take seriously the responsibility we have towards the community we serve. We value and work towards the emotional health and wellbeing, of all within the school.

We aim to create a climate of respect where anti-social and bullying behaviours are not accepted or tolerated. All bullying, of any sort, is therefore unacceptable at our school. All pupils and staff have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

Pupils who experience bullying will be supported.

We recognise the effects of bullying on pupils' feelings of worth and their school work, and the school community will actively promote an anti-bullying environment.

The Headteacher also have the legal power to make sure pupils behave outside of school premises.

This includes bullying that happens anywhere off the school premises, for example on public transport or in a Town Centre.

School staff can also choose to report bullying to the police or local council.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011

All schools must also follow anti-discrimination laws. This means staff must act to prevent discrimination, harassment and victimisation within the school.

This policy has been written in accordance with the guidance, including, 1.2.but not limited to:

- DfE (2017) 'Preventing and tackling bullying.'

- DfE (2018) 'Sexual violence and sexual harassment between children in schools and colleges
- DfE (2018) 'Mental health and wellbeing provision in schools

This policy operates in conjunction with the following school policies:

- Behavioural Policy
- Child Protection and Safeguarding Policy
- Complaints Procedure

OUR INTENTIONS IN PRODUCING THIS POLICY ARE

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear, conducive to achieving individual aspirations.
- To reduce and eradicate wherever possible, pupils are made to feel frightened, excluded or unhappy.
- To reduce and eradicate instances in which pupils are subject to any form of bullying wherever possible.
- To respond effectively to all instances of bullying reported to us.
- To establish a means of dealing with bullying and providing support to pupils who have been bullied.
- To provide support for pupils accused of bullying who may be experiencing problems of their own.
- To ensure that all pupils and staff are aware of the policy and fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

We Understand Bullying to be:

When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself

It **could** be bullying when a person or group of people has been made aware of their behaviour's effects on another person, and they continue to behave in the same manner; this **is** bullying.

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell. However, lots of things can make us feel bad sometimes. It depends on the situation we are in, and it is not always bullying.

So we think the following definition, adapted from one written by the Anti-bullying Alliance, is also useful:

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves
- Bullying is generally targeted at a specific individual or group.

It can take many forms, but the main types are:

- Physical, e.g. kicking, hitting, taking and damaging or taking another's belongings
- Verbal, e.g. name-calling, taunting, insulting threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups, being made the subject of malicious rumours
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM) on mobile phones

It is important to understand that bullying is **not the odd occasion** of children falling out with friends or saying things because they are upset or when the occasional trick or joke is played on someone.

- Vulnerable children are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves
- Vulnerable children may include, but are not limited to:
Children with SEND.
Children who are adopted.
Children suffering from a health problem.
Children with caring responsibilities

Some forms of bullying are attacks not only on the individual but also on the group they may belong to.

Within school, we will pay particular attention to:

- Racial harassment and racist bullying
- Bullying because of pupils' religious beliefs
- Sexual bullying
- Bullying because of pupils' sexual orientation (including the use of homophobic language)
- Bullying of pupils who have special educational needs or disabilities

All staff will be provided with appropriate training in equality and diversity so that they are equipped to tackle these issues on a broader scale and in relation to bullying.

Creating an anti-bullying Climate in School

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well, take responsibility for each other's emotional and social well-being, and include and support each other.

Our curriculum is used to:

- Raise awareness about bullying and our Anti-Bullying Policy
- Increase understanding for victims and help build an anti-bullying ethos
- To teach pupils how constructively to manage their relationships with others

Circle Time, Core Learning Skills and Personal Social Health and Economic Information (PSHE) Curriculum, role plays and stories are used to show what pupils can do to prevent bullying and create an anti-bullying climate in the school.

Bullying will not be tolerated, and we make this clear in the information we give to pupils and parents when they join our school.

We will use school assemblies and collective worship to reinforce this message.

Posters on dedicated Anti-bullying notice boards, Parents' notice boards, and classrooms will be used to remind pupils that bullying is unacceptable and to tell children/pupils what to do if they are bullied.

We will advertise our Anti-Bullying Policy on the school website and the phone numbers for helplines.

Posters will tell pupils about Childline and other sources of confidential help.

We will set up a “**Post Box**”, which allows pupils to report anonymously any specific or general concerns about bullying in school.

Our School Council offers a forum where concerns about bullying can be discussed regularly.

We will provide written guidance to all our pupils to explain what they should do if they are being bullied or see another pupil being bullied.

We will provide written guidance for parents on the signs of bullying and what to do if they suspect their child is being bullied.

We will provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond to it.

Strategies for Dealing with Bullying

- The school Leadership aims to provide an open and honest anti-bullying ethos
- We will use curriculum opportunities to promote anti-bullying and diversity, in particular, PSHE and Circle Time activities
- We will use opportunities throughout the school year to raise awareness of the negative consequences of bullying (e.g. anti-bullying Week in November of each year)
- We will engage the pupils in the process of developing the school’s Anti-Bullying Policy and promote open and honest reporting
- We will use the school’s behaviour policy sanctions to deal with those pupils who are found to be bullying – impressing upon them that what they have done is unacceptable, to deter them from repeating the bullying behaviour and as a signal for other pupils that bullying behaviour is unacceptable
- We will engage with parents promptly when issues of bullying are brought to light
- We will use restorative justice/ adult mediation from Hackney Education to work with pupils to try and put an end to bullying and mend friendships when appropriate
- We will work in partnership with the local police the safer school partnership team

To encourage pupil participation, we will:

- Use focus groups and face to face with small groups of children, mainly through the school council
- Written questionnaires and feedback forms to find out about children’s understanding and perceptions of bullying
- Use puppets or dolls for very young children
- Use online Videos to promote anti-bullying

Responding to Incidents When They Occur

Pupils who have been bullied should report this to a member of staff

Pupils who see others being bullied should report this to a member of staff

Members of staff who receive reports that a pupil has been bullied should report this to the child’s class teacher, Inclusion Manager and Deputy Headteacher

Reports of bullying will be logged by the Headteacher/Deputy Headteacher

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form

All reports will be taken seriously and will be followed up by an investigation and action.

Working with children who have been bullied could involve some or all of the following procedures:

- We will provide support to pupils who are bullied.
- They will be reassured that they do not deserve to be bullied, which is not their fault. We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends/older pupils in peer support/a buddying scheme/mediation.
- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is unacceptable and expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem-solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.

- **Recording bullying incidents:**

We will keep records of incidents that we become aware of and how we respond to them.

We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks and again within the following half term.

We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

Written guidance on bullying for teaching and non-teaching staff is provided in the Staff Handbook.

When Tougher Measures Are Needed

If necessary, we will invoke the full range of sanctions that are detailed in the school's Behaviour policy. These include:

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Detention
- Withholding participation in school events that are not an essential part of the curriculum
- Internal exclusion

The full range of sanctions also includes fixed term and permanent exclusion from school.

This list comes from the DfES guidance on page 34.

Our Responsibilities

Everyone within the school is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and promote the objectives of this policy.

The governing body is responsible for:

- Evaluating and reviewing this policy to ensure that it is not discriminatory.
- The overall implementation of this policy.
- Ensuring that the school adopts a tolerant and open-minded policy towards difference.
- Ensuring the school is inclusive.
- Analysing any bullying data to establish patterns and reviewing this policy in light of these.

The headteacher is responsible for:

- Reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures.
- Keeping a SIMMS Bullying Report Form of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.

- Analysing the data in the bullying record at termly intervals to identify trends, so that appropriate measures to tackle them can be implemented. For example, arranging appropriate training for staff members.

Teachers are responsible for:

- Being alert to social dynamics in their class.
- Being available for children who wish to report bullying.
- Providing follow-up support after bullying incidents.
- Being alert to possible bullying situations, particularly exclusion from friendship groups, and that they inform the headteacher of such observations.
- Refraining from gender stereotyping when dealing with bullying.
- Reporting any instances of bullying once a child has approached them for support

Pupils are expected to:

- Report all incidents of bullying
- Report suspected incidents that victims might be afraid to report
- Support each other and seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures
- Encouraging their children to be positive members of the school community
- Discussing with their child's teacher any concerns that their child may be experiencing relating to bullying or if they are involved with bullying in some way
- Helping to establish an anti-bullying culture outside of school.

Bullying Outside the School Premises:

The headteacher has a specific statutory power to discipline children for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives the headteacher the power to regulate children's conduct when they are not on school premises. Therefore, it is not under the lawful charge of a school staff member.

- Teachers have the power to discipline children for misbehaving 1outside of the school premises. This can relate to any bullying incidents occurring anywhere off the school premises.
- Where bullying outside school is reported to school staff, it is investigated and acted on.
- In all misbehaviour or bullying cases, staff members can only discipline the child on school premises or elsewhere when the child is under the lawful control of the member of staff, e.g. on a school trip.
- The headteacher is responsible for determining whether it is appropriate to notify the police, or the PSCO, of the action taken against a child.
- If the misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the police are always informed

Concerns, Complaints and Compliments

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying, and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure.

We would also be pleased to receive compliments/feedback from parents when things have gone well.

Evaluating Our Policy

We will evaluate our anti-bullying policy using the following measures:

- The number of incidents that are reported to staff over a given period.
- From the comments received in our anti-bullying "Post Box."
- Pupils' perceptions of bullying in school through structured discussions in-class time, i.e. Circle Time, School Council, and periodic questionnaires
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents
- From the comments made by visitors and other people connected with the school

Ownership of this Policy

- This policy was drawn up by a working group of staff and Governors, parents and pupils.
- The policy applies to all staff and pupils, whether temporarily or permanently, on the school roll.
- The Headteacher is responsible for introducing and implementing this policy. However, all staff, pupils, and parents have an active part in the development and maintenance of the policy and its success.

All incidents of bullying will be recorded, including by type.

Governors will ask for regular briefings on bullying within the school and expect an annual report on the operation of this policy.

One of our Governors will take a special interest in bullying within the school.

This policy was agreed upon and adopted at a Governors' Meeting.

The policy will be formally reviewed in October 2019.

Our Anti-Bullying Policy links with a number of other school policies:

- Behaviour Policy
- Home School Agreement
- Equal Opportunities Policy
- Policy on Racial Harassment
- Equalities & Community Cohesion Scheme Policy
- Physical Control and Intervention
- Child Protection Policy
- Complaints Policy

Our school has signed up for the DFE initiative "Bullying - A Charter for Action" initiative.

Bullying

Don't Suffer in Silence
Information for parents and families

Every school is likely to have some problem with bullying at one time or another. Therefore, by law, your child's school must have an anti-bullying policy and use it to reduce and prevent bullying, as many schools have already successfully done.

Bullying behaviour includes:

- name-calling and nasty teasing
- threats and extortion
- physical violence
- damage to belongings
- leaving pupils out of social activities deliberately and frequently
- spreading malicious rumours

Parents and families play an important part in helping schools deal with bullying.

First, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

Second, ask to see the school's anti-bullying policy. Each school must have an anti-bullying policy that sets out how it deals with bullying incidents. You have a right to know about this policy which is as much for parents as for staff and pupils.

Third, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child has been bullied. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school, how break times and lunchtimes are spent, and whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Contact the school immediately if you are worried.

If your child has been bullied:

- *calmly talk* to your child about it
- *make a note* of what your child says - particularly who was said to be involved; how often the bullying has occurred; where it happened, and what has happened
- *reassure your child* that telling you about the bullying was the right thing to do
- explain that *any further incidents* should be reported to a teacher immediately
- *make an appointment* to see your child's class teacher
- *explain to the teacher* the problems your child is experiencing

Talking to teachers about bullying

- *try and stay calm* - bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- *be as specific as possible* about what your child says has happened - give dates, places and names of other children involved
- *make a note* of what action the school intends to take
- *ask if there is anything you can do* to help your child or the school
- *stay in touch with the school* - let them know if things improve as well as if problems continue

If you think your concerns are not being addressed:

- *check the school anti-bullying policy* to see if agreed procedures are being followed
- discuss your concerns with the parent governor or other parents
- *make an appointment* to meet the headteacher, keeping a record of the meeting
- if this does not help, *write to the Chair of Governors* explaining your concerns and what you would like to see happen
- contact local or national parent support groups for advice
- *contact the Director of Education for your authority*, who will be able to ensure that the

Governors respond to your concerns

- *contact the Parentline Plus helpline* for support and information at any of these stages
- in the last resort, *write to the Secretary of State for Education and Employment*

If your child is bullying other children:

Many children may be involved in bullying other pupils at some time or another. Often parents are not aware. Children sometimes bully others because:

- they don't know it is wrong
- they are copying older brothers or sisters or other people in the family they admire
- they haven't learnt other, better ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and are acting out aggressive feelings

To stop your child from bullying others:

- talk to your child, explaining that bullying is unacceptable and makes others unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how to join in with other children without bullying
- make an appointment to see your child's class teacher or form tutor; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them from bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when they are cooperative or kind to other people

Organisations that can help:

Advisory Centre for Education, IC Aberdeen Studios, 22 Highbury Grove, London N5 2DQ

Tel: 0207 704 9822 Tel helpline: 0207 354 8321 (Mon-Fri 2-5 pm).

Advice line for parents on all matters concerning schools

Anti Bullying Campaign, 185 Tower Bridge Road, London SE1 2UF.

Tel: 0207 378 1446 (9.30 am - 5.00 pm).

Advice line for parents and children

Children's Legal Centre, Tel: 01206 873 820

(Mon-Fri 10 am -12.30 pm and 2 pm - 4.30 pm). Publications and free advice line on legal issues.

Note: This policy will be reviewed annually