



ST. JOHN'S CATHOLIC PRIMARY SCHOOL
INNAGE GARDENS
BRIDGNORTH
WV16 4HW

MISSION STATEMENT

The Mission Statement is central to the life of St. John's School.

- ☺ We educate all our children to learn, develop and fulfill their potential.
 - ☺ We aim to provide a secure, loving, family environment.
- ☺ We value and nurture each person's gifts and talents enabling all to grow in their knowledge and practice of the Catholic faith.
- ☺ We seek to accompany each other as we serve our community and journey towards God.

"I am the vine you are the branches" – John, 15.

Anti-bullying policy 2017

This policy is based on DfE guidance "**Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies**", July 2017.

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should follow the school's safeguarding procedures. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

In line with the Equality Act 2010 it is essential that our school: Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.

Aims:

We aim to:

- Maintain an ethos of respect for all, which discourages bullying and unpleasant behaviour towards other pupils in this school.
- Treat any reports of bullying seriously and investigate them carefully.
- Deal with any incidents in a proactive and sensitive way to avoid increasing any distress felt by bullied pupils.
- Work closely with parents to help to deal with any incidents which arise.
- Develop an ethos where children to tell someone when they, or someone else, are bullied.

At St. John's Catholic Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school.

What is bullying?

According to the DfE document “**Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies**” 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:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyber-bullying eg by text message, social media or gaming

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Preventing bullying

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying
- Actively create “safe spaces” for vulnerable children and young people
- Celebrate success and achievements to promote and build a positive school ethos

Signs and symptoms which may be noticed:

- Change of friendship groups
- Lack of friends
- Unwilling to go to school
- "Illness" at certain times of the day
- Change in standard of work
- Withdrawn/sudden lack of confidence
- Severe cases of depression
- Begins truanting
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Problems sleeping or bed wetting
- Gives improbable excuses for any of the above

Strategies

When dealing with any problems we will use a variety of strategies which suit the situation and the children involved. These will include some of the following:

- Increase vigilance of all adults involved with the child/ren
- Logging of all incidents of concern
- Adopt a no-blame approach to encourage all children to talk about events.
- Listen to children when they tell us about problems.
- Talk with parents of children involved and enlist their support when dealing with issues.
- Where a child is being deliberately aggressive, remove them from the playground or classroom so that others can enjoy their break or lessons. Then gradually re-introduce the child to the playground or classroom, monitoring their progress carefully.
- Develop some clear behaviour modification strategies for the perpetrator (sanctions and rewards)
- Involve other children in supporting the child who feels threatened – buddy system.
- Use of teaching assistants/HLTA to discuss bullying and strategies for dealing with it (whole classes or groups and individuals).
- Deliver units of work on bullying in PSHE and the use of circle time throughout school to discuss issues and raise self esteem.
- If necessary the imposition of fixed term exclusions for those who are bullying others.

Advice for parents

If you think your child is being bullied:

- Encourage your child to talk about it, but be patient as she or he may be distressed.
- Stay calm but show that you are supportive and working with the school to solve the problem.
- Avoid dwelling on sensitive issues and asking leading questions.
- Reassure your child that you are sympathetic and will do something about it.
- Explain that it happens to many people at some time or another.
- Try to help him or her to see the difficulty as a problem that can be solved.
- Ask your child if they can see ways of changing things.
- Discuss your concerns with us in the following way: Firstly make an appointment to speak to your child's teacher, at the meeting outline your concerns. Arrange to meet again in 24 to 48 hours so that the teacher can talk to the child/children involved and then let you know what he/she has found out and is proposing to do.

- If after a few more days you do not think the issue has been resolved, make an appointment to speak to one of our Senior Leadership Team (Mrs Buzzing, Mrs Devey or Miss Derwas). Explain your concerns; explain what actions have been taken so far and the issues that your child is still experiencing.
- The senior leader will look into it and report back to you within 24 to 48 hours. They will inform you of the outcomes of their investigations into the matter, these may include, but are not limited to:
 - Sanctions and support for the perpetrator
 - The involvement of parents of perpetrators and or victims
 - Support for the victim in terms of strategies and reporting arrangements
 - Whole class circle times and work around friendships

Associated Policies

The following policies provide guidance on matters which may relate to bullying and should be read in conjunction with this policy:

- Behaviour
- E.Safety
- Safeguarding and Child Protection
- Complaints Policy

Monitoring

All serious incidents of unacceptable behaviour, including bullying, are reported to the SLT and parents will be contacted to come into school and discuss the incidents.

All incidents of bullying are logged so that patterns can be identified. Governors will be informed at meetings of the governing body of any reported incidences of bullying and any incidents where fixed term exclusion has been imposed.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- SEAL Say No to Bullying resource
- Kidscape - www.kidscape.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools", July 2017

Review Date:

Autumn 2019