

ST JAMES' ANTI-BULLYING POLICY

This policy has the School's Motto at its heart

**Faith in action,
Growing together,
Walking in the footsteps of Christ.**

Rationale

At St. James' we believe that God made everyone in his image. We believe that differences should be celebrated and never be used as a source for ridicule.

Everyone at St James' School has the right to feel welcome, secure and happy. Bullying of any kind hinders this development and prevents equality of opportunity. It is the responsibility of the whole school community to stop bullying and this policy contains guidelines to support this ideal. Bullying of any kind is not tolerated.

Definitions of bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, gender based and homophobic insults)
- Indirect (spreading rumours, excluding someone from social groups).

The last two bullet points are possible to action via the internet or mobile phone, the term used for this is 'cyber bullying'.

Implementation

At St James' we will be vigilant for signs of bullying and always take reports of incidents seriously. We use the curriculum, where possible, to reinforce the ethos of the school and help pupils to develop strategies to support as needed.

Pupils are told that they must report any incidence of bullying to an adult within school. If another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report this knowledge to a member of staff.

Each classroom contains a 'worry box', where pupils are able to drop notes for the teacher. The teacher empties the box and opens a discussion with pupils individually or refers them to the 'Listening Ear' mentor.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and discussed with the Head Teacher
- The Teacher or Head Teacher will interview all concerned and will record the incident
- Restorative justice strategies will be applied as necessary
- A mentor will be assigned to the victim and all staff informed
- Parents will be informed and involved as appropriate
- Punitive measures will be used as appropriate and in consultation with all parties concerned (refer to Behaviour and Discipline Policy).

In the event of cyber bullying the school will action the above bullet points. In order to minimise the risk of Cyber-Bullying, pupils and parents are informed about internet safety and the 'report button' that is on social websites. We also ensure that they are aware of the age children should be before accessing the sites.

Please refer to the school's e-safety policy on the website.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff or Head Teacher
- Reassuring them
- Offering continuous support and monitoring by using class strategies

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Being offered coping strategies
- Informing parents/carers to support
- Referring to the 'sanctions' section in the Behaviour and Discipline policy.

All reported incidents are logged in the Racist, Bullying and e-safety logs kept in the Staffroom.

Summary

At St James' we believe that we have a responsibility to ensure that our children are happy, secure and confident people. Bullying will not be tolerated in any form and will be dealt with very seriously as in the Behaviour and Discipline Policy.

Where necessary we have and will call on outside resources such as theatre companies or PCSO links to support our action. We encourage the children to discuss and reflect on behavioural issues such as bullying and the effects on others. This is taught through R.E., Philosophy 4 Children and in PSHE and Citizenship activities such as Circle Time.

This policy is seen as an integral part of our Behaviour and Discipline Policy.

Please refer to our:

- Equality Policy
- Safeguarding Policy
- E-safety Policy
- Use of mobile phones Policy
- Behaviour and Discipline Policy

Monitoring and Evaluation

This policy will be updated in line with any new developments in the school and/or any new government guidance. All staff are expected to follow the policy and the Leadership Team, following ongoing regular reviews of classroom practice, will be responsible for ensuring the effectiveness of practice across the school.

This Policy will be renewed annually.

It was last reviewed in: September 2018

It will next be reviewed in: September 2019

This statement of policy was approved by the Governing Body at their meeting on:-

Date: _____

Signed:

_____ (Chairperson)

_____ (Head teacher)