



Anti-Harassment and Anti-Bullying Policy

Statutory / Non-statutory

Annual review/ **2 yearly review**

Date policy adopted	March 2017			
Review date	30/1/20			
Reviewer's name	C Cousins			
Date minuted by committee meeting				
Next review due by	Jan 2022			

At St James Infant and Preschool we are committed to providing a caring, friendly and safe environment for all our pupils and staff so they can learn and work in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school.

If bullying does occur, either within or outside the school, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell someone.

All staff, pupils, parents and governors at St James Infant School will be involved in the process of upholding the anti-bullying policy.

This policy is written in line with the PSHE, Child Protection (2019), Behaviour and Acceptable Use Policies, the Equality Duty Act, Preventing and tackling bullying (DfE, July 2017) and our school values, ethos and rules.

Objectives of the policy

- All governors, teaching and non teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non teaching staff should know what the school policy is on bullying and follow it when issues are reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if issues arise.
- As a school we take bullying seriously. Pupils, parents and staff should be assured that they will be supported when incidents are reported.

What is bullying?

Bullying is defined as hurtful behaviour that happens more than once, it makes the person being bullied feel unhappy and they cannot defend themselves. (This definition was agreed as a whole school during several assemblies in Anti-Bullying Week and shared with parents. It is revisited on a regular basis with pupils.)

Anti-bullying posters using the STOP acronym (several times on purpose) are displayed around the school and regularly discussed with the pupils to help them understand our definition of bullying.

Bullying is a behaviour which involves systematic abuse of power, including **peer on peer abuse**. Bullying in school is not confined to children, adults can also display bullying behaviour towards each other and children. Bullying can sometimes be unwitting, but the effect on the victim(s) is still the same.

Bullying

- is meant to be hurtful and happens more than once
- can be direct physical and/or verbal
- or indirect e.g leaving an individual out, ostracising them from groups, using others as a means of attack or intimidation

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist/Cultural/ Religious** - racial/religious/cultural taunts, graffiti, gestures
- **Sexual/Homophobic** - unwanted physical contact or sexually abusive comments because of, or focussing on the issue of sexuality
- **Verbal** - name calling, sarcasm, spreading rumours, teasing
- **Cyber** - all areas of the internet such as email and internet chat room misuse mobile threats by text messaging or calling, email, website forums used misuse of associated technologies eg. camera and video facilities
- **SEND/Disability** - any form of cruel taunts regarding a learning difficulty or impairment
- **Appearance/Health/ Home Circumstances** - negative comments related to, for example,

what a child is wearing, a medical condition.

Reporting and responding to bullying

Pupils, staff and parents have a responsibility to report incidents of bullying.

Bullying hurts. No one deserves to be a victim. Everybody has the right to be treated with respect. Schools have a responsibility to respond promptly and effectively to issues of this nature.

Procedures

1. If bullying is suspected, the incident should be reported immediately to a member of staff, it will then be dealt with immediately initially by the member of staff approached. This information may come via child concerned, friend, playground pals, through Kaleidoscope sessions and parents.
2. All incidents will be recorded by staff, initially in the class behaviour books. Incidents will be handled by the class teacher to ensure children are supported and the incident is dealt with accordingly. The behaviour or threats must be investigated and the behaviour stopped quickly.
3. In serious cases records will be referred to the Deputy Head/Headteacher and where necessary Designated Senior Person for Child Protection.
4. Parents of the bully and victim will be informed and will be asked to come in to discuss the problem and any actions that may be taken.
5. An attempt will be made to help the bully (bullies) understand and change their behaviour, if necessary through additional support from the Kaleidoscope Leader or SENDCo with a specifically designed behaviour programme, particularly if a child persists in bullying.
6. If necessary and appropriate police will be consulted.
7. If a parent/carer is unhappy with the outcome, a complaint can be made to the governing body via the school.
8. Actions will be evaluated for effectiveness.
9. Information about bullying will be analysed for any trends or emerging issues.
10. Analysis will be used to plan future actions.
11. The analysis of bullying and the actions taken will be included in the Headteacher's reports to governors.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in accordance with the school behaviour policy eg. temporary exclusion/time out from classroom or specific activities.
2. Parents will be involved to help support their child (bully and victim), to reinforce the consequences and support given.
3. In serious cases exclusion will be considered.
4. After the incident(s) have been investigated and dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place.

Prevention

St James uses a variety of proactive methods to help to prevent bullying, these include:

- Effective school leadership that promotes an honest anti-bullying ethos
- Developing a school environment to promote acceptable behaviour, understanding right and wrong (from entry into school)

- Introducing a 'Restorative Approach' to behaviour management to help the children understand the consequences of their actions
- Appropriate and regularly updated staff training
- Prompt investigation of any behaviour or threats and the behaviour stopped quickly.
- Engaging pupils in the process of developing school policy, through the school council
- Involving parents in school policy and school life.
- Whole school involvement in annual Anti-Bullying Week
- Discussions regarding e-safety within ICT lessons, annually and as necessary throughout the year (in line with the Acceptable Use Policy)
- Group Kaleidoscope sessions weekly
- PSHE lessons and circle time based around aspects of bullying.
- Assemblies, the school values, open discussions about the differences between people that could motivate bullying and the general ethos encourage a caring approach towards everyone
- Good playground supervision, lunchtime supervisors are trained in 'Huff & Puff' and there are always a variety of activities available at playtimes to purposefully engage the children, as well as new playground equipment. We also have children in Year 2 who are trained 'Playground Pals'.

External agencies will be used in school to support school strategies when appropriate. Materials will also be used from external sources in specific and individual cases, such as NSPCC, SEAL and Kidscape, as well as 'Bullying - A Charter for Action'.

Monitoring, Evaluation and Review

The policy will be reviewed annually, assessing its implementation and effectiveness. The school council will play an important part in the review process. Parents comments will be also be collected and analysed through a questionnaire, with this information also being fed into our review.

The policy will be promoted and implemented throughout the school.

Additional Information

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied or harassed. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide, or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or belongings damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)

- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (money or lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
 - Childline: www.childline.org.uk
 - Family Lives: www.familylives.org.uk
 - Kidscape: www.kidscape.org.uk
 - MindEd: www.minded.org.uk
 - NSPCC: www.nspcc.org.uk
 - The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
 - PSHE Association: www.pshe-association.org.uk
 - Restorative Justice Council: www.restorativejustice.org.uk
 - Victim Support: www.victimsupport.org.uk
 - Young Minds: www.youngminds.org.uk
 - Young Carers: www.youngcarers.net
 - The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools
- SEND
- Changing Faces: www.changingfaces.org.uk
 - Mencap: www.mencap.org.uk
 - DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25 Cyberbullying
 - Childnet: www.childnet.com
 - Internet Watch Foundation: www.iwf.org.uk
 - Think U Know: www.thinkuknow.co.uk
 - UK Safer Internet Centre: www.saferinternet.org.uk
 - The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
 - DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
 - DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying Race, religion and nationality

Policy reviewed: January 2020
Policy reviewed by Clare Cousins