Anti-Bullying Policy

Prepared by:	Pastoral Care Team: 10/03/11
Adopted by Governors on:	30/03/11
Reviewed (whole school consultation)	September 2014/ Feb 2015
Ratified at BOG meeting	**Ratified 1 October 2015**
Date of review	**October 2016**

'School's which are successful in promoting and sustaining good behaviour are characterised by maintaining confidence among pupils and parents that their concerns about bullying will be taken seriously through careful investigation and result in clear action.'

DENI – EVALUATING PASTORAL CARE 1999

Mission statement:
Inspired by St. John the Baptist, we
Work together in Love
Play together in Harmony
Pray together in Faith
Aspiring to Happiness and Achievement for all

Statement of Intent

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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and as effectively as possible. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Our Vision
We, the Governors and staff are St John the Baptist Primary School.
We aspire to provide the building block/ an environment where children experience a Catholic community of love based on a learning culture of respect and trust, where all are equally valued.

We strive to empower every child with the life skills to deal emotionally and intellectually with the challenges of the 21st century thus encouraging/ fostering them to have a sense of their self-worth, responsibility and self-belief.

UN Convention on the Rights of the Child

This policy supports Articles 3,14,15,19,28,30,31

Article 3: All adults should do what is best for you.
Article 14: The right to choose your own religion and beliefs.
Article15: The right to choose your own friends and join or set up groups, as long as it isn't harmful to others.
Article 19: The right to be protected from being hurt and mistreated, in body or mind.
Article 28: You have the right to a good quality education
Article 30: You have the right to practise you own culture, language and religion- or any you choose.
Article 31: You have the right to play and rest

Normal Peer Conflict and Bullying

There are a number of significant differences between normal peer conflict and bullying behaviour.

Normal Peer Conflict or Bullying?	
Normal Peer Conflict	**Bullying**
Equal power or friends	Imbalance of power – not friends
Happens occasionally	Repeated negative actions
Accidental	Purposeful
Generally not serious	Serious with threat of physical or emotional harm
Not seeking power or attention	Seeking power, control of material things
Generally not trying to get something	May attempt to get material things or power
Remorse – will take responsibility	No remorse – may blame the victim

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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   racial taunts, graffiti, gestures
- Sexual   unwanted physical contact or sexually abusive comments
- Homophobic   because of, or focussing on the issue of sexuality
- Verbal   name-calling, sarcasm, spreading rumours, teasing
- Cyber   All areas of internet ,such as email & internet chat room misuse
    Mobile threats by text messaging & calls
    Misuse of associated technology , i.e. camera &video facilities
- Bystander   witness bullying but not doing anything about it.

E-Safety and Cyberbullying

Cyber bullying can be defined as the use of *Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.* It can be an extension of face-to-face bullying, with technology the bully with another route to harass their target. However, it differs in several significant ways from other kinds of bullying: the invasion of home and personal space; the difficulty in controlling electronically circulated messages; the size of the audience; perceived anonymity; and even the profile of the person doing the bullying and their target.

Cyber bullying, like all bullying, is taken very seriously. The school records and monitors incidents of cyber bullying in the same way as all other forms of bullying. The procedures followed are the same.

(E-safety & cyber bullying are addressed in both PDMU and ICT lessons and special notice is made of Internet Safety Day.)

Objectives of this 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 alleged bullying is reported.

- All pupils and parents should know how to access the school anti-bullying policy and its procedure for investigating and know that the situation will be monitored.

Pupils

All children are entitled to be educated in an atmosphere which is safe and caring. The school, through its positive behaviour policy, will take all reasonable steps to prevent bullying occurring. Any alleged bullying incident which is reported will be investigated according to the school's guidelines. For those pupils who are unable to inform staff about their problem, observations regarding specific behaviour patterns can be routinely established within the school.

Parental Involvement

We recognise the important part parents/carers play in supporting their children and promoting change. School welcomes active involvement of parents (of both victim and bully) in bringing a problem under control. Parents/carers will be kept informed about any concerns the school has about their children in relation to bullying.

Possible Signs of bullying

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 books damaged
- has possessions which are damaged or " go missing"
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings

Procedures
1. Report alleged bullying incidents to staff
2. Complete Bullying allegation form
3. Alleged bullies and alleged victims will be interviewed separately
4. Witness information will be obtained
5. Inform parents and share findings
6. If necessary and appropriate, police will be consulted
7. Follow up action will be taken as appropriate and the situation monitored

A copy of the school complaints procedure can be made available. Copies can be requested from the office.

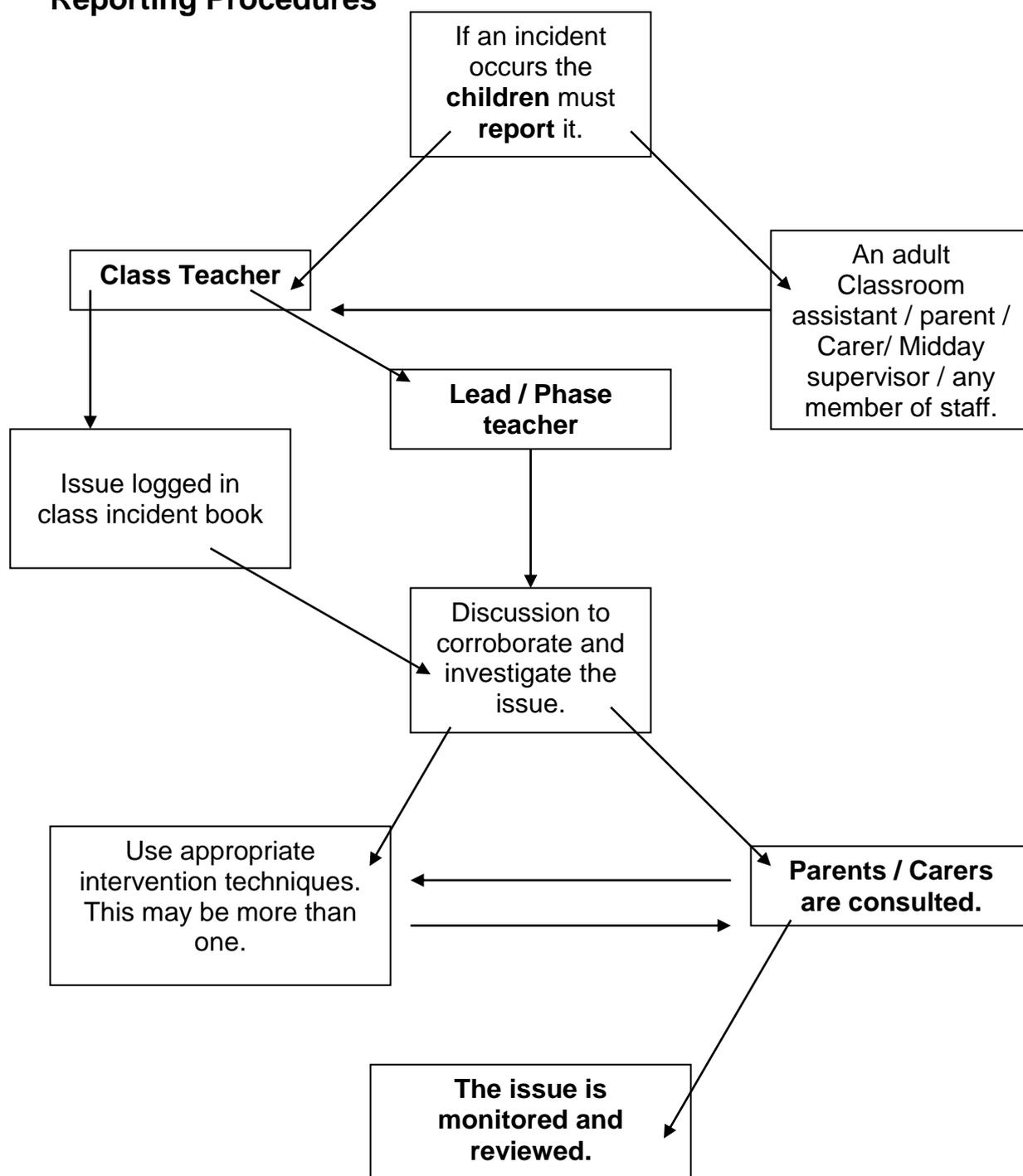## Strategies to promote a supportive climate
We will use the following 'best practice' methods for helping children to promote positive behaviour. As and when appropriate, these may include:

- writing a class charter
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- Paths Plus/ Circle time where appropriate
- having discussions about bullying and why it matters
- visitors from NSPCC, NICYY are invited
- information about Paths Plus, Childline and Rights Respecting Schools is promoted and displayed throughout the school

HELP ORGANISATIONS: www.bullying.co.uk   www.kidscape.org.uk

Reporting Procedures

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           ┌──────────────────────┐
           │ If an incident       │
           │ occurs the           │
           │ children must        │
           │ report it.           │
           └──────────────────────┘

┌──────────────────┐              ┌──────────────────────┐
│ Class Teacher    │              │ An adult             │
└──────────────────┘              │ Classroom            │
                                  │ assistant / parent / │
        ┌─────────────────┐       │ Carer/ Midday        │
        │ Lead / Phase    │       │ supervisor / any     │
        │ teacher         │       │ member of staff.     │
        └─────────────────┘       └──────────────────────┘

┌──────────────────┐
│ Issue logged in  │
│ class incident   │
│ book             │
└──────────────────┘

           ┌──────────────────┐
           │ Discussion to    │
           │ corroborate and  │
           │ investigate the  │
           │ issue.           │
           └──────────────────┘

┌──────────────────────┐              ┌──────────────────────┐
│ Use appropriate      │              │ Parents / Carers     │
│ intervention         │◄────────────►│ are consulted.       │
│ techniques.          │              └──────────────────────┘
│ This may be more     │
│ than one.            │
└──────────────────────┘

           ┌──────────────────┐
           │ The issue is     │
           │ monitored and    │
           │ reviewed.        │
           └──────────────────┘
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Monitoring and Review

As part of the school's monitoring and evaluation process, we will keep up to date with training and new initiatives and adapt our policy and procedures accordingly. Therefore this policy will be reviewed by the vice principal, Pastoral Care Team and Senior Leadership Team regularly. Next whole school review will be October 2016.

ST JOHN THE BAPTIST PRIMARY SCHOOL
BULLYING ALLEGATION FORM

Report on Incident of Alleged Bullying

Child's Name …………………………………. Date …………………

Class ……………………   Teacher …………………………………

Teacher/Support Staff reporting the incident

………………………….…………

Where did the incident occur?

…………………………………………………. Behaviour displayed:

Bullying Being bullied

Physical bullying	**Verbal bullying**	**Emotional/social bullying**
Hitting, punching	Teasing/name calling	Leaving people out
Pinching, scratching	Making offensive remarks	Spreading rumours
Kicking, pushing tripping	Making discriminatory remarks	Excluding someone
Spitting	Insulting someone	Ignoring someone
Damaging/stealing property	Threatening someone	Making fun of someone
Throwing objects at someone	Repeated teasing	Stopping people from
Hiding/taking belongings	Intimidating someone	befriending someone
Other	Other	Other

Comments:

_____

_____

_____

Actions taken after the incident:

Parents informed: Yes [   ]   No [   ]   Date:

_____

                                                                    Date:

Follow up: _____

_____

Parent's Signature_____Teacher Signature_____