

Anti-Bullying Policy

This policy complies with Section 89 of the Education and Inspections Act 2006 and is informed by the DfE Behaviour and Discipline in Schools guide (2012); by *Preventing and tackling bullying (DfE March 2014)*; by *Supporting children and young people who are bullied: advice for schools (DfE March 2014)* and by the most recent NSPCC guidance.

Anti-bullying Policy

Definition of bullying

Repeated behaviour, either physical or verbal, by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual. It can happen anywhere - at school, at home or online. This includes all forms e.g. cyber, racist, homophobic and gender related bullying.

Aims of the policy

- Above all, to provide a learning environment free of threat or fear, where all children and adults can do their best
- To ensure a whole school approach to dealing with bullying issues
- To take all reports of bullying seriously
- To reduce and eradicate instances in which people are subjected to bullying in any form in this school
- To undertake proper and rigorous investigation in any reported incidents
- To provide after-care if bullying has occurred
- To make all people in school, whatever age, aware of this policy
- To meet any legal obligations that rest with the school

**Any behaviour that undermines these principles is unacceptable.
This includes bullying.**

Bullying will always be taken seriously at St James' School. Any issue relating to bullying incidents is unacceptable and there can be no acceptable excuse for it in any form. Repeated incidents or a single serious incident may lead to consideration under child protection procedures.

Bullying causes harm to the victim, whether physical or mental, and certainly stops a child from learning. At St James', we are aware that bullying can also be adult-to-child, child-to-adult or adult-to-adult. This policy, like all other policies, relates to both adults and children at this school. Victims will be treated in a sympathetic manner. They are not a burden and neither are they wasting time.

Our whole-school approach to bullying issues

At St James' School, we use a restorative approach when dealing with bullying incidents.

- Victims will be treated in a sympathetic manner
- Witnesses to any incident will be sought and a thorough investigation will be made before any decisions are made.
- All incidents will be notified to both the victims and the bully's parents/carers; recorded in school and notified to Governors. Relevant staff will be informed.
- The bully will give an apology.
- Both victim and bully will be given a mentor from their peer group.
- The victim will be given the opportunity to talk again at a later date about the incident and a check will be made that there has been no recurrence.
- The schools policy on bullying will be reviewed yearly and updated accordingly.
- Children who are known to use bullying behaviour will be monitored and measures taken to help them overcome such behaviour.
- Staff will receive training to help them deal with bullying in a compassionate and competent manner.
- School Leadership and class circles will be used regularly to discuss issues related to bullying.

Role of the class teacher

- To create a positive learning environment that is regularly monitored to minimise the risk of bullying.
- To model positive relationships and dialogue between themselves and others (both adults and children).
- To be aware of the potential for any child to be either/both a victim and a perpetrator of bullying at some point in their lives.
- To create a listening culture that enables children to share their feelings.
- To listen carefully to any allegation of bullying and follow the school behaviour policy passing concerns on to the Deputy headteacher, or in the case of serious allegations of aggressive bullying to the Headteacher
- To keep an open dialogue with parents about bullying.

Role of the headteacher

- To ensure that bullying is seen as a possibility for anyone, as victim or perpetrator.
- To secure and maintain open channels of communication with parents and carers, to enable them to report any concerns about bullying.
- To record any reported instances of bullying using the schools 'report of bullying form'.
- To follow up any reported instances of bullying promptly with all concerned.
- To ensure that the policy and those made reference to within it are implemented consistently throughout the school.
- To provide training and information as necessary to support the implementation of the policy.
- To ask for advice/support from appropriate outside agencies, eg the TESS (Targeted Education Support Service), when necessary.

Role of the parent

- To promote the aims of this policy
- To stress the importance of sociable behaviour to their children
- To report all incidents of bullying to a member of staff or to the Headteacher
- To act in a respectful manner to the children of other parents and to staff
- To never behave in a way that could be described as bullying towards another person including on social networking sites
- To refrain from making insulting comments about pupils or staff on social networking sites.

Role of the pupils

- To follow the School, Christian and British values
- To report any incidents of bullying to a member of staff or to the Headteacher
- To act in a respectful and supportive manner to their peers and staff, reporting any incidents which the victim may be afraid to report

Role of the governing body

- To be aware of the anti-bullying approaches taken by the school.
- To support the school in these approaches.
- To facilitate and promote the regular monitoring and review of the Anti-Bullying Policy.

Links to other school policies

The approach to bullying is taken by all adults in the school and reflects the underlying ethos of our **Safeguarding & Child Protection Policy, Behaviour Management Policy**, which is based on a restorative approach. It is also closely linked to our **Equality Policy, E-Safety Policy, Personal, Social and Health Education/Sex and Relationships Policy**.

Monitoring, evaluating and review procedures

This policy will be regarded as a 'working document' and therefore will be updated and reviewed at least annually. Responsibility for its implementation will lie with the headteacher and governors. However it is vital that all staff, children and parents/carers play an active part in the development and maintenance of this policy.

Date agreed by Governing Body: March 2018

Date to be reviewed: March 2019

Signature of Chair of Governors: Mrs C. Seddon

Signature of Headteacher: Mrs J. Moore