

# St John Fisher RC Primary School

## Anti-Bullying Policy



**LOVE LEARN ACHIEVE**

### St John Fisher Mission Statement

The school, in partnership with parents, carers and with the parish of St John Fisher, offers to each one of its children a Catholic education centred on Christ, which enables them to grow in God's love, learning to be the best they can be in accordance with Christian values.

**Approved by:**

Mrs. K. Blom

**Date:** November 2021

**Last reviewed on:**

November 2021

**Next review due by:**

November 2024

# St. John Fisher RC Primary School



## St John Fisher Anti-bullying Statement

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

### Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures. We have a child friendly anti-bullying policy, to support children and help them understand that it is not acceptable and we can do things to prevent it.

[Related policies e.g. Relationships and Behaviour Policy / Equality Objectives]

### 1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying – Several Times On Purpose.

#### The nature of bullying can be:

- \* Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- \* Attacking property – such as damaging, stealing or hiding someone's possessions.

- \* Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- \* Psychological – such as deliberately excluding or ignoring people.
- \* Online – such as using text, email or social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- \* Race (racist bullying).
- \* Religion or belief.
- \* Culture or class.
- \* Gender (sexist bullying).
- \* Sexual orientation (homophobic or biphobic bullying).
- \* Gender identity (transphobic bullying).
- \* Special Educational Needs (SEN) or disability.
- \* Appearance or health condition.
- \* Related to home or other personal situation.
- \* Related to another vulnerable group of people.

No form of bullying will be tolerated and all incidents will be taken seriously.

## **2. Reporting bullying**

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are encouraged to use their identified support (as per their Network Hands). They are also actively encouraged to report any bullying incidents in school:

- \* Report to a teacher – their class teacher, ***Head teacher – Miss Kenna, Deputy Head teacher – Mrs. Ellerker, Inclusion Manager – Miss Higgins or any other trusted adult in the school.***
- \* Tell a playground buddy or friend, who in turn can help them tell a teacher or adult.

- \* Tell any other adult in school – such as lunchtime supervisor, Learning Support Assistants or the school office.
- \* Tell an adult at home.
- \* Call ChildLine to speak with someone in confidence on 0800 1111

### **Reporting – roles and responsibilities**

**STAFF:** All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, volunteers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The following staff members are anti-bullying leads: ***Miss Higgins (Inclusion Manager) Miss Sookur (PSHE Leader)***.

**SENIOR STAFF:** The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

**PARENTS AND CARERS:** Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their children not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office.

**PUPILS:** Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should speak up and speak out to an adult as well as offering support to the victim(s).

### **3. Responding to bullying**

When bullying has been reported, the following actions will be taken:

- \* If following investigations, it is ascertained that bullying has taken place staff will record the bullying on an incident reporting form which is kept centrally by the head teacher.
- \* The head teacher will use professional judgement to determine any course of action, taking into account the age of the children, feelings, advice, and nature of the incidents concerned.

\* Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of school initiatives such as buddy systems and playground monitoring etc.

\* Staff will discuss with the class teachers of all children involved to devise a plan of action.

\* All staff and parents are responsible for reporting bullying concerns and for implementing any strategy set up.

\* Designated school staff will monitor incident reports using the school online secure recording system; analysing and evaluating the results.

\* Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body.

\* Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside school.

***In serious cases, fixed term or permanent exclusion will be considered. If this occurs the Chair of governors and the LA Inclusion Team must be advised of the school's action.***

#### **4. Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekend or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

#### **5. Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on a central recording system and follow up actions and consequences, if applicable, will be taken for pupils and staff found using such language. All staff have a responsibility to educate children about why certain language may be offensive or derogatory.

## **6. Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by prejudice, negative attitudes, beliefs or views towards a protected characteristic or minority group.

It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body and the Local Authority as part of central collection of data. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## **7. School initiatives to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

- \* A child-friendly anti-bullying pledge ensures all pupils understand and uphold the anti-bullying policy.
- \* The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- \* School assemblies help raise pupils' awareness of bullying and derogatory language.
- \* Difference and diversity are celebrated across the school through displays, books and images. The whole school participates in national events including Anti-Bullying Week, Safer Internet Day and Black History Month.
- \* The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- \* Stereotypes are challenged by staff and pupils across the school.
- \* Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour.
- \* Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the school council and through the pupil survey.
- \* Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

## **8. Training**

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers) receive regular training on all aspects of the anti-bullying policy.

## **9. Monitoring and reviewing**

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

The views of all stakeholders are taken into account when reviewing this policy (for example pupil and parent surveys).

## **Links to other documents and Policies**

Anti-Bullying Policy for Children

Relationships and Behaviour Policy

SEND policy

Equality information and objectives

On-line safety policy

Date of last review: November 2021

Date of next review: November 2024