



St Jude's Church of England Primary School

Anti-Bullying Policy

*Our children
Our St Jude's family
Happy – Inspired – Loved
The sky is not the limit
Ready for today - prepared for tomorrow*

Introduction

At St Jude's we believe that bullying is an anti-social behaviour that affects everyone. We are committed to providing a caring, friendly and safe environment for all members of our school community so they can learn and work in a relaxed and secure environment without fear of being bullied. We actively promote a climate of co-operation and positive behaviour to reduce the number of incidents and likelihood of bullying occurring. This will enable our pupils and staff to reach their full potential.

Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, all pupils and staff should be confident to tell someone about it and know that all 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 they trust.

Someone a child trusts may be:

- A parent/ carer or another member of the family
- All school staff
- A peer supporter
- A young leader
- A friend

Someone trustworthy may be:

- Good at listening
- Caring
- Responsible
- Helpful and supportive
- Understanding
- Calm

Definition

Bullying is behaviour by an individual or group of an individual or group that is repeated over time and intended to hurt someone either physically or emotionally, where the relationship involves an imbalance of power.

At St Jude's we use the acronym S.T.O.P. (Several Times On Purpose) to help distinguish between a common disagreement and sustained, persistent behaviour towards another child or children.

Principles

- Our children are safe and feel safe
- Bullying of any kind is not tolerated at our school

Our school community:

Listens – all pupils, parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying.

Includes us all – all pupils, including those with special needs or disabilities, are included, valued and participate fully in all aspects of school life.

Respects – all school staff and pupils are role models to others within the school in how they treat others.

Challenges – all school staff and pupils challenge unkind language towards others. This includes bullying behaviours towards members of staff.

Celebrates difference – difference is actively and visibly celebrated across the whole school.

Understands – all school staff, pupils, parents and carers understand what bullying is.

Believes – all pupils, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.

Reports bullying – all pupils within the school, their parents and carers understand how to report incidents of bullying.

Takes action – we respond quickly to all incidents of bullying. Pupils participate fully in decisions about them and help to make decisions about how we respond to bullying.

Has clear policies – our schools anti-bullying and behaviour policies reflects these principles

Prevention

There is an ethos and expectation of good behaviour of all children. Children and staff are encouraged and expected to show respect to others and to be treated with respect. They are taught to 'make the right choices' and understand the impact of their behaviour on the wellbeing, learning and safety of others. Expectations and messages are shared in assemblies, PSHE lessons and in the way behaviour incidents are dealt with throughout the school.

Levels of adult supervision, training and an ethos that bullying is not tolerated mean that all staff are aware of different forms of bullying and their responsibilities to act upon it.

Curriculum

Our curriculum promotes co-operation and positive behaviour through:

- PSHE lessons and circle time as part of the JIGSAW scheme of work
- Activities planned within our Mental Health and Well Being Week including yoga and mindfulness sessions
- RE – particularly to address faith-based bullying and Islamophobia, and any extremist behaviour
- SRE to reduce sexual bullying and homophobic bullying
- Computing – to raise awareness and reduce incidents of cyberbullying and online safety (see Online Safety Policy)
- Collective Worship
- External visitors such as NSPCC
- Values Cards and Dojo points are given to promote school values and positive behaviour

Our staff will:

- Be excellent role models in the way they behave and speak to others
- Be alert to distress and possible signs of bullying and follow these up with the child and/or their class teacher and/or the inclusion team
- Listen to children who raise concerns, take these seriously and follow these up by further investigation
- Record and report any signs of bullying or accounts of bullying - inform the inclusion team of any bullying or suspected bullying promptly
- Contact parents of all concerned in a bullying situation
- Be kept up to date with policy and procedures for dealing with behaviour and bullying incidents - Follow the school's behaviour systems - Ensure suitable sanctions follow from confirmed bullying situations (see Behaviour Policy) which includes exclusion or the police if the actions are illegal
- Support and respond to the needs of both bullied and bullying children
- Seek support from or report cases to relevant outside agencies in serious cases

Our children will:

- Make the right choices in their behaviour towards their peers
- Tell an adult of any witnessed incident of bullying
- Tell an adult if they have been the victim of bullying behaviour
- Have access to external support through agencies including Child Line and the NSPCC

Our parents will:

- Tell the school of any concerns regarding bullying of their own or another child in the school as soon as possible
- Report promptly any signs of bullying to the school
- Co-operate with the school in the investigation and resolution of incidents of bullying
- Allow the school to investigate and resolve issues around behaviour or bullying

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable.' DFE 2013

All staff will respond to bullying incidents occurring anywhere off the school premises in line with procedures in this policy, and where instances are deemed to be bringing the school into disrepute (see Behaviour Policy). For example; on school or public transport, outside local shops, cyber-bullying (social network sites or mobile phones)

Where bullying outside school is reported, it will be investigated and acted upon.

The Headteacher will also consider whether it is appropriate to notify the police or local authority.

Statutory Duty of Schools and Shared Responsibility

Headteachers have a legal duty under the School Standards and Framework Act 1988 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The following steps may be taken by the School when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Head teacher or Deputy Head.
- They will speak to all concerned and record the incident class teachers will be informed
- Parents will be kept informed

Pupils who have been bullied will be supported by:

- Having an immediate chance to discuss the experience with their class teacher
- Reassuring the pupil
- Setting up a safety plan
- Offering continuous support
- Restoring self-esteem and confidence with the support of the Mental Health and Wellbeing Lead or Art Therapist
- Referring to appropriate outside agencies if necessary

Pupils who have bullied will be helped as a result of the school:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude of the pupil
- Offering continuous support

Other Related Policies /Guidance

This Policy is linked to/consistent with:

PSHE Policy / Health and Well
Health and Safety Policy
Behaviour Policy
SEND and Inclusion Policy
Whistle Blowing Policy
Online Safety Policy
Pupil and Families Well Being Policy

This policy also takes due regard of the following documents:
Equality Act 2010

<https://www.bullying.co.uk/>

[DFE guidance on tackling bullying](#)

[DFE guidance on cyber bullying advice for headteachers and school staff](#)

Monitoring and Evaluation

Bullying incidents will be reported and recorded in the Anti Bullying file, and will be reported to the FGB as part of the headteacher's report to governors.

Policy History

Date Reviewed by governors	16 th March 2021
Next Review	March 2022

This policy has been agreed by the PAC committee on 16th March 2021

Chair of Governors: Geraldine O'Brien

Signed: *Geraldine O'Brien*

Date: 16th March 2021

