



St John the Divine Church of England Primary School

Anti-bullying Policy

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Collective Worship Policy

Mission Statement

The aim of St. John the Divine Primary School is to enable all pupils to progress to their highest level of achievement, so that they are equipped with appropriate skills, and maturity, knowledge and spirituality for a successful career throughout their educational lives, and so may be able to contribute to a diverse and challenging community.

We the staff, parents and governors do this through:

- A well planned and well delivered curriculum, where children are expected to discover and achieve their personal goals
- Setting boundaries and developing patterns of good behaviour, respect and care for others
- Creating a secure and caring environment encouraging the Christian traditions of worship and community service, in the context of a multi-cultural community, and celebrating that we are all uniquely made in God's image

'Jesus said: I have come that they may have life, and have it to the full.' (John 10:10)

Our school motto is: TEAM - Together Everyone Achieves More

'You are the body of Christ, and each one of you is part of it.' (Corinthians 12:27)

Bullying happens in all schools and 12-14 child suicides are attributed to school bullying every year. This policy needs to be read in conjunction with our Behaviour Policy.

A definition of Bullying

Bullying is persistent violence, physical and psychological, conducted by an individual or a group and directed against an individual who is not able to defend himself in the actual situation. A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons. Bullying can also take place over cyber space – cyber bullying.

How do we know if it is serious?

When a person is bullied s/he experiences pain, hurt or upset. If there is no harm then it cannot be called bullying even if the behaviour was not acceptable. For example, two children wear glasses, for one this is

not a problem her frames are fashionable and other members of her family wear glasses. The insult 'four eyes' is not harmful, it is dismissed as insignificant. The other child hates wearing glasses and her frames are heavy and unfashionable, she feels undermined by the same taunts.

Adults need to recognise the extent of torment felt by the victim and not dismiss name calling, exclusion or teasing as unimportant.

How we are addressing bullying

Bullying is unacceptable behaviour, It happens in all schools and many young people are involved at some time. This school is committed to creating a safe environment where young people can learn and play, can talk about their worries confident that an adult will listen and will offer help.

We will make it clear to pupils, staff, parents and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both the people who are harmed and the perpetrators. We will ensure the safety of the victim and do our best to support improved behaviour from the bully.

It must be remembered that although we question pupils about facts and reasons when bad behaviour has been brought to our attention children often respond with answers that will get them out of trouble. The facts can often be very contradictory giving each child's own perspective. This is time consuming and may distract us from effective action in our quest for the truth. Sometimes it is difficult to get to the truth.

We must be a listening school, children's complaints must be given credence and every effort made to sort out disputes. Incidents in the playground must be relayed to the class teacher, if they are more serious they must be sent to the Head Teacher or Deputy Head Teacher. These incidents must be recorded, in this way both the victims and the bullies can be tracked.

An incident book is kept in each classroom, all incidents are logged and again patterns can be spotted. The Senior Midday Meals Supervisor also has an incident log and behaviour from playtimes and lunchtimes is recorded.

Children are listened to, both victim and perpetrator are interviewed and these conversations recorded on an 'incident record form'. This form also contains a section for any action taken; this may include sanctions to be found in the Behaviour Policy.

Teachers model good behaviour and do not use their position of power to dominate the pupils. WE avoid sarcastic comments, derogatory nicknames and dominating and humiliating behaviour.

Anti-bullying is an important aspect of our work in Personal, Social, Health and Citizenship Education (PSHCE). Circle time is widely used in the school and is a significant way to raise self-esteem.

Issues regarding bullying are often discussed in assemblies and in the classroom. Children need to feel safe that they can tell and that we will listen to them and try to intervene. We want to be a telling/listening school. Children need to know that 'it's alright to tell.'

Time and again the victim is encouraged by parents to change their behaviour in some way, they are asked to 'hit back', 'walk away' or 'pretend you don't care' this can often make bullying worse. The children are made to feel that is their own fault that this is happening to them and that it is their responsibility to stop it. It is our responsibility and this must be made clear to children. PSHCE programmes are helpful for children who are having difficulties making relationships, however, these should not be linked directly with the victim's plight but with more general developmental work.

The change in attitudes is not always immediately reflected in changes in skills or behaviours. These changes are difficult and can only be brought about by practice, with support and in the context of a continuing programme of development and change. Parents too need to understand that incidents can be dealt with quickly whilst issues such as bullying take longer.

Monitoring and Evaluation

Monitoring and Evaluation will take the following forms:

- All incidents will be recorded and tracked in the class incident book and incident records. Over time we will be able to see if bullying has decreased.
- Regular discussions with teaching staff and non-teaching staff to see whether incidents are being dealt with effectively
- The Head Teacher regularly monitors the incident books. Cases of bullying are reported to the school Safeguarding Officer.

Agreed: July 2014

Reviewed: July 2015

Date of next review:: July 2016