



Anti-Bullying Policy

Governors' Committee Responsible:	FGB
To be reviewed:	November 2023
Review period:	Annually

At St. John's C of E Infant school, we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential within a Christian ethos. We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe. Our school values and rainbow rules help children and adults understand how we should aim to live our lives and make better choices within and beyond our community.

We want to ensure that children:

- Are listened to
- Feel safe
- Are never made fun of
- Are happy to come to school
- Feel accepted just as they are
- Never feel afraid during the school day of any forms of violence, intimidation or emotional abuse.

What is bullying?

Bullying can take many forms and is repeated behaviour taken by one or more individuals with the deliberate intention of hurting another. Bullying results in pain and distress to the victim.

- | | |
|-------------|---|
| Verbal: | Name calling, sarcasm, spreading rumours, teasing, etc |
| Physical: | Pushing, kicking, punching, hitting or any use of violence |
| Emotional: | Being unfriendly, excluding, tormenting, e.g., threatening gestures |
| Homophobic: | Because of, or focussing on, the issue of sexuality |
| Racist: | Gestures, racial taunts, graffiti |

Cyber:	All areas of the internet, e.g., email and internet chat room misuse, threats by text messaging and telephone calls. Misuse of associated technology, ie, camera and video facilities.
Indirect bullying:	Spreading gossip, or malicious stories about someone, excluding someone from social groups
Sexual:	Unwanted physical contact or sexually abusive comments, including exploitation
Transgender / gender:	Harassment due to gender issues

Radicalisation

As a school we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. The AntiRadicalisation Policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with support.

Signs & Symptoms

Possible signs and symptoms that may point towards a child being bullied:

- Becomes withdrawn, anxious, or is lacking in confidence
- Is unwilling to come to school
- Changes their behaviour
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the mornings
- Attempts or threatens suicide or runs away
- Begins to do poorly in school work
- Has possessions which are damaged or “go missing”
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Bullies other children or their siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above symptoms

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

It is also likely that the “bully” is acting in this way as a result of unresolved conflict in his/her life so that it is important to find out more about what is troubling them.

How will we as a school deal with any reports of bullying?

All reports will be taken seriously and in the first instance will be followed up by the class teacher (CT). Children will be reassured that they do not deserve to be bullied. If the CT feels it is necessary to do so, and it is clear that actual bullying has taken place, then s/he will seek support from the Headteacher. Any incidents that happen during the school day including break or lunch time are recorded in the incident file kept at the school office and reported to the class teacher. The Headteacher is informed of any incidents that are safeguarding concerns such as those causing physical harm- biting, punching, kicking etc and those deemed to be racial or sexual harassment.

- We will assure them that it was right to report the incident
- We will encourage them to talk about how they feel
- We will try to ascertain the extent of the problem
- We will engage them in making choices about how the matter might be resolved
- We will try to ensure that they feel safe
- We will discuss strategies for being safe and staying safe
- We will ask them to report immediately any further incidents to us
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does

As next steps the following will happen:

- All children involved in the bullying will be interviewed separately
- All children will be listened to
- Any other children who may have witnessed the event will be spoken to
- Parents/carers will be informed and meetings held with them
- Written records will be kept of the whole incident
- Follow-up meetings will be set up to ensure that bullying does not continue or re-start
- We will work with all pupils involved to ascertain the necessary support they may require
- We will use any opportunity to discuss aspects of bullying, through PSHE, assemblies, Thoughtful class times

Where bullying behavior is identified, appropriate action will be taken:

- The child will be warned officially to stop offending
- The child may not have playtimes at the same time as other children
- There will be an ongoing dialogue between parents and the Headteacher resulting in an action plan and appropriate strategies
- In extreme cases an "internal" exclusion may result

As a parent, if you have any concerns about bullying, or know of a situation where this is happening, please speak to the Headteacher immediately.

