

ST JAMES' ANTI-BULLYING POLICY

This policy has the school values at its heart:

**Faith in action,
Growing together,
Walking in the footsteps of Christ**

Our Vision is:

Share our love of God every day in all that we learn, do and say.

Rationale

At St. James' we believe that God made everyone in his image. Bullying is unacceptable and will not be tolerated. It is at odds with our mission as a Catholic school. Everyone at St James' has the right to feel welcome, secure and happy. It is the responsibility of the whole school community to stop bullying. One of the most distressing aspects about bullying is that the victim is innocent.

Definitions of bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Gendered (sexist)• Homophobic/biphobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

Please refer to our Behaviour and Discipline Policy and our Child Protection and Safeguarding Policy for further details.

Implementation

All members of the St James' community are expected to report incidents of bullying.

Staff should take responsibility for promoting a common anti-bullying approach. Staff should be supportive of each other, provide positive role models and convey a clear understanding that we do not tolerate bullying. All staff have a vital role to play as they are at the forefront of behaviour management. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect. Staff will be vigilant for signs of bullying and always take reports of incidents seriously.

Pupils should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously. They should be involved in decision making about matters that concern them. Any reported or observed incidents will be investigated, recorded and appropriate sanctions will be applied. KS2 answer an annual questionnaire about any experiences of bullying. In addition, each class has a 'Worry Box', where pupils are able to drop notes for 'The Listening Ear'. 'The Listening Ear' monitors the box and opens a discussion with pupils individually.

We use the curriculum, where possible, to reinforce the ethos of the school and raise awareness of bullying. Pupils are actively taught that any form of bullying is not tolerated. This is taught through R.E, RHE and PSHE activities such as Circle Time. We encourage the children to discuss and reflect on behavioural issues such as bullying and its effects on others. Where necessary we will call on outside resources to support our actions. In order to minimise the risk of cyber-bullying, pupils and parents are informed about online safety and the 'report button' that is on social websites. Pupils and parents are made aware of the age children should be to access social media sites. Please refer to the school's online safety policy.

Dealing with bullying

Whenever a bullying incident is discovered, the school will go through a number of steps to resolve the situation. The school community need to be made aware that when a bullying incident has come to the attention of adults in the school it will be taken seriously and action will result.

First Stage:

All known incidences of bullying will be reported to the class teacher who will investigate this and record the concern on cpoms.

The class teacher will:

- Talk to the victim to ascertain what has happened. Ask them what they want to happen next. They may or may not want you to speak to the perpetrator/s at this stage. The victim needs to feel in control of the situation.
- Talk to the victim and the perpetrator if appropriate, take informal written notes of both conversations and record these on cpoms.
- Re-iterate that bullying will not be tolerated.

- Hold separate informal meetings with parents of the victim and the perpetrator for initial discussions/ information that may improve the situation and request that parents support the school with any sanctions.
- Ensure that the bullying behaviour is addressed and the perpetrator apologises for their actions and receives appropriate sanctions (see Behaviour Policy). Wherever possible the pupils will be reconciled and Restorative Justice strategies will be applied if appropriate.
- Pupils who have been bullied will be supported by offering them opportunities to discuss the experience with a member of staff and offering them continuous support.
- Pupils who have bullied will be helped by staff to discuss what happened with them, discover why they became involved and help them to reflect on their actions.
- Increase PSHE and RHE opportunities in class to discuss general issues around the situation without highlighting the children involved.
- Check in with the victim and perpetrator regularly until the teacher is satisfied that the bullying has stopped.
- Ensure that both victim and perpetrator are directed to services such as Listening Ear for continued support.

If these actions have no effect or the situation is more serious, continue onto the Second Stage.

Second Stage:

- The class teacher will inform the Head teacher and a meeting will be arranged between the victim's parents, the victim, the class teacher and the Headteacher. Actions will be agreed and noted. Notes will be added to Cpoms.
- A meeting will be arranged with the perpetrator's parents, the perpetrator, the class teacher and the Headteacher to discuss the actions. Notes will be added to Cpoms.
- A review date of one week later will be agreed to repeat these meetings to review the situation.
- The situation will be monitored on two or three occasions more before an agreement is made for the monitoring to stop.
- If steps have not been successful external support may be contacted for their advice and support.
- If the situation continues the final action could be for the Headteacher to recommend to the Governors that they agree to exclude the perpetrator.

The Headteacher will analyse records for patterns and trends and action will be taken.

Please refer to our:

- Equality Policy
- Child Protection and Safeguarding Policy
- Online safety Policy
- Mobile Phone Policy
- Behaviour and Discipline Policy

Monitoring and Evaluation

This policy will be updated annually in line with any new developments in the school and/or any new government guidance. All staff are expected to follow the policy and are responsible for ensuring the effectiveness of practice across the school.

This policy was last reviewed in autumn 2023 and it will next be reviewed in autumn 2024.

This statement of policy was approved by the Governing Body at their meeting on: -

Date: _____

Signed:

_____ (Chairperson)

_____ (Head teacher)