



Anti-Bullying Policy

At Dodworth Saint Johns Primary Academy we implement a positive Behaviour Policy, which encourages attitudes of self-discipline, caring and friendliness.

We work together to create a supportive environment where bullying is unacceptable regardless of how it is delivered. We recognise the detrimental effect on children and adults who may be subject to bullying and will work actively to minimise the risks.

This policy reflects the Equality Act 2010 and ratifies our commitment to preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, young carers, looked after children, appearance targeted, sexist and sexual bullying.

Definition of bullying

We have defined bullying as “Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. It can take many forms:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.
- Discriminatory- bullying over any difference or perceived difference based on a persons characteristics.

It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).”

Aims

We aim:

- to promote the school Behaviour Policy.
- to state clearly that “bullying is unacceptable behaviour”.
- to encourage children, parents, school staff and helpers to report any incidents of bullying.
- to reassure children and parents that action will be taken if bullying is suspected.
- to deal with incidents of bullying immediately.
- to support the victim and to help the bully to modify their behaviour.
- to provide after-care should an incident of bullying occur.

Dealing with bullying

We have agreed to combat bullying by:

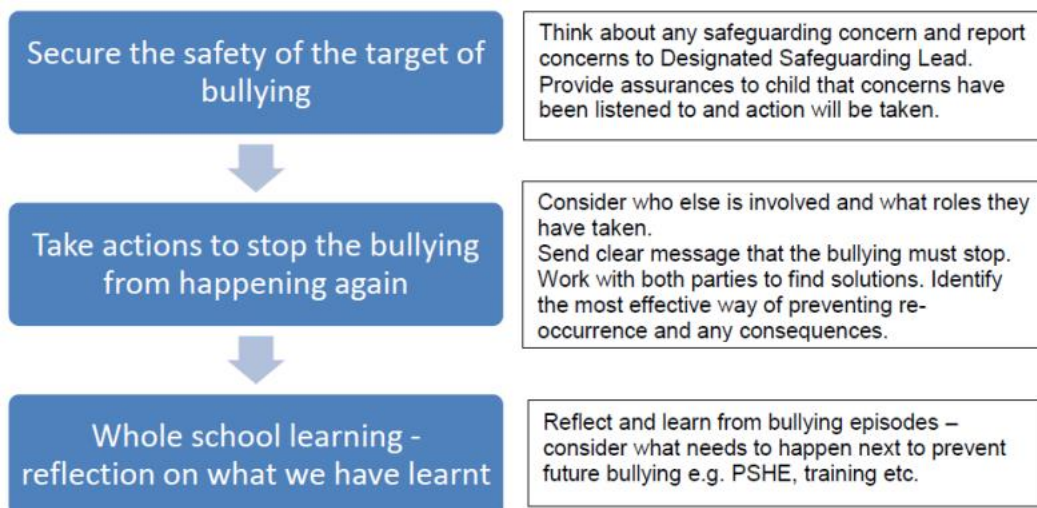
- following the Behaviour Policy.
- teaching and observing the School Values.
- providing the children with strategies to protect themselves i.e. “Stop it, I don’t like it,” moving away from the bully, asking for help.
- Ensuring all children know how to recognise and report bullying
- Using the support of outside agencies e.g. Wellspring for staff training/pupil support as appropriate.
- Ensuring regular CPD is provided to all staff
- Dealing with all bullying concerns and allegations promptly
- Involving parents of both the victim and the bully to ensure effective communication resolves issues promptly.
- Bullying that occurs outside of school including online will be acted on within school alongside the parents of the perpetrators and victims.

Reporting Bullying

All staff are aware of the seriousness of bullying and therefore children and parents can report bullying or suspected bullying to any adult in school. All incidents are then reported to the Head of School (j.smith@smat.org.uk)

For children with communication barriers the PSA (Laura Harper l.harper@smat.org.uk) or SENDCO (Sarah Wood s.wood@smat.org.uk) will work with them to ensure they are able report an incident.

All reports of bullying will be logged online on CPOMS using our bullying report form. (Child Protection Online Management System) and investigated as follows:



In specific instances of bullying the following steps may be taken

The Victim

- The victim will be reassured that action is being taken and be reminded of the strategies for self-protection.
- Opportunity will be given to the child to discuss their feelings and possible future responses.
- The parents/carers will be informed and be invited to school to discuss the situation.
- Staff will monitor the situation and give support to the child and their family.
- The incident will be logged and monitored for any reoccurrence- see bullying report form.
- Any individual discrimination will be recorded alongside the bullying incident.
- The child will be given the opportunity to rebuild trust with the perpetrator .
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The Bully

- The perpetrator will be given the opportunity to discuss the problem.
- They will be encouraged to make an appropriate apology and regain the trust of the victim/s.
- They will be helped to understand why the behaviour is unacceptable.
- Strategies will be given for dealing with their feelings in a more appropriate way.
- If bullying occurs parents/carers will be informed and invited into school to discuss the incident
- Parents/Carers may be invited to meet the class teacher or Headteacher at a certain time each week to discuss progress.
- The child may lose privileges.
- In rare cases it may be necessary to exclude a child from school until they can agree to behave in a more safe and acceptable way.

Any improvement in behaviour will be given positive re-enforcement.

Implications

Implications for the teaching and non teaching staff

Teachers and TA's will:

1. Give time to listen to children, in a quiet place if this would be helpful. Always take seriously any complaints of bullying and keep records.
2. Give all children regular opportunities to talk about their feelings in a safe, group situation.
3. Be aware and observant of potential bullying.
4. Take action immediately bullying is suspected.
5. Inform the Headteacher of any bullying.
6. Support other colleagues in any agreed action.
7. Recognise that we as teachers sometimes need help and ask for it if necessary.
8. Teachers and TA's should lead by example.

Implications for Lunchtime Supervisors

Lunchtime Supervisors will:

1. Give time to listen to children, always taking seriously any complaints of bullying.
2. Be aware and observant at all times of potential bullying.
3. Take appropriate action immediately bullying is suspected.
4. Report all incidents to the Headteacher or class teacher. Positive behaviour may also be reported.
5. Support other colleagues in any agreed action.
6. Recognise that as Lunchtime Supervisors we sometimes need help, and ask for it if necessary.
7. Lunchtime Supervisors should lead by example.

Implications for parents

Parents will:

1. Encourage children not to be aggressive, even in response to provocation, giving children alternative strategies.
2. Try to establish the facts and keep an open mind.
3. Help their child to feel able to talk to them about any fears or worries, and take seriously any talk of being bullied (they may not use the word 'bullied').
4. Be aware of what is happening in their child's life and discuss any awareness or suspicion of bullying with the class teacher.
5. Actively endorse and support the Anti-bullying policy.
6. Monitor children's online activity
7. Support the school in any agreed action.

Implications for governors

Governors will:

1. Be thoroughly conversant with the Behaviour and Anti-bullying Policies of the school.
2. Ensure that everyone is aware of the policy and his/her responsibilities.
3. Support staff in implementing the Anti-bullying policy
4. Anti-bullying governor regularly meets the Headteacher to analyse bullying and behaviour logs and to gather the views of children and parents.
5. Be active in the maintenance and review of the policy.
6. In the event of a complaint being made about the school's handling of alleged bullying conduct a formal investigation into the processes and procedures carried out by the school and ascertain the appropriateness of these.

WE ARE A NO BULLYING SCHOOL

What is bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. It can take many forms and occur in school, on line, outside school.



What to do if it is happening?

If you think you or someone else is being bullied you **MUST** tell an adult so we can stop it from happening.

You can tell anyone for example your teacher, Mr Wright or the staff on duty.

You should also talk to your grownups at home.

What will happen?

We will stop the bullying from happening. We will listen to you about what has happened.

We will speak to your family.

We will speak to the bully or bullies along with their families.

We will work with the bully or bullies so they learn to not do it again.

We will keep checking in that you are ok.



Communication Barrier Support Form

What happened?



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Where?



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What class or class is the child in?

F1, F2, Y1, Y2, Y3, Y4, Y5, Y6

Bullying report and investigation form.

Date: Report made by: Class: Any protected Characteristics:
Reported incident Details Was the incident related to their protected characteristics?
Outcome of Investigation
Actions to be taken
Parents Contacted Victim: Parents Contacted Perpetrator:

Follow up Action

Date	Action Taken By	Brief Description of Action and Timescale	Outcome and Date