



Over St. John's C.E. Primary School
'Let your light shine before others.' Matthew 5:16
Anti-Bullying Policy

Introduction

It is a Government requirement that all schools have an Anti-Bullying Policy. This was followed by government published DfE guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying: A Charter for Action* and at the time of writing, the most recently updated version of the DfE published *Keeping Children Safe in Education 2023* with links to the July 2017 DfE publication *Preventing and Tackling Bullying* and also in line with the *Equality Act 2010*. This policy reflects this guidance.

Guidance defines bullying as actions that are meant to be hurtful and which happen on a regular basis. Bullying can be direct (either physical or verbal), or indirect (for example, being ignored or not spoken to) or via social media.

Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos of being ready, respectful, safe and in which bullying is regarded as unacceptable.

'Let your light shine before others' Matthew 5:16

Instances of bullying could include face to face bullying, bullying online and prejudice-based bullying related to special educational need, age, sexual orientation, sex, race, religion or belief, gender reassignment or disability.

We aim, as a school, to produce a safe and secure environment where all children are ready to learn, feel respected and feel safe knowing that measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within the time scale stated in the

complaints policy to any request. In all cases, the Governing Body notifies the Head Teacher and asks her to conduct an investigation into the case and to report back to a representative of the Governing Body.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong and why a pupil faces consequences.

The Head Teacher ensures that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success and ensures that the schools rules of ready, respectful, safe are adhered to making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Teacher and Support Staff

All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

Teachers keep a central record of all incidents that happen on the whole school bullying log. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Head Teacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time then, after consultation with the Head Teacher, the teacher informs the child's parents.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying. The child who has carried out the bullying will spend time with the teacher or head teacher talking through the THINK list to encourage positive and respectful change for the future.

T – Think before you speak!

H – How would you feel?

I – Is this the right thing to do?

N - Nobody should feel like an outsider!

K – KINDNESS IS KEY!

If a child is repeatedly involved in bullying other children, we inform the Head Teacher and the Special Educational Needs Lead. Their behaviour will be monitored and early help offered in line with Keeping Children Safe in Education 2023 and the schools Safeguarding Policy. Where appropriate the child's parents will be invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies, such as Social Care.

All members of staff have the opportunity to attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, workshops, stories etc. within the formal curriculum, to help pupils

understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. PSHCE lessons are used to praise, reward and celebrate the success of all children and thus to help create a positive atmosphere. Teachers follow the 1Decision scheme of work and use other supplementary teaching and learning materials to teach children about positive relationships and behaviours and also deliver anti bullying lessons and assemblies throughout the school year. The school council are actively involved in promoting anti bullying and the children's anti bullying policy. Over St John's follow the No Outsiders project to promote the celebration of difference and diversity of everyone. Teachers regularly promote the S.T.O.P and T.H.I.N.K message as written by the children and written in to the Children's Anti Bullying Policy.

The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their child to be a positive member of the school.

The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying and how safe they feel at school.

Our School Council, in consultation with all pupils, has developed the school's own children's version of this Anti-Bullying Policy so that it is easily accessible to the children and all pupils have received a copy.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy.

This Anti-Bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this in consultation with the Head Teacher and particularly look out for bullying in relation to any protected characteristics.

This policy will be reviewed every two years.

Signed: *H N Williamson*

PSHCE Lead

Signed: *E Snowdon*

Head Teacher

Date: **October 2023**

Review Date: **October 2025**