



St John's
School Billericay

Anti-Bullying Policy

Date: July 2019
Those Responsible: Mrs F S Armour - Headteacher
Mr A Angeli - Deputy Headteacher
Mrs A Fleming – Whole School Director/Behavioural Co-ordinator

To be reviewed: Regularly

RATIONALE

Bullying of any form will not be tolerated at St John's School. All members of our school have a right to work in a secure and caring environment where mutual respect and tolerance are shown. All members of our school also have a responsibility to contribute to the protection and maintenance of such an environment.

DEFINITION OF BULLYING

Bullying is anti-social behaviour perpetrated by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally. It can take a number of forms; physical, verbal, making gestures, extortion, and by use of technology (Cyberbullying).

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil
- Interfering with another pupil's property, by stealing or damaging it.
- Using offensive names when addressing another pupil
- Spreading hurtful and untruthful rumours about another pupil or his/her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from an activity
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Inappropriate text messaging and emailing
- Sending offensive or degrading images by phone or via the internet
- Using social media for any of the above

SPECIFIC TYPES OF BULLYING

- Bullying related to race, religion or culture
- Bullying related to SEN or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Sexist or sexual bullying

LINKS WITH OTHER SCHOOL POLICIES

Child Safeguarding Policy, Acceptable Use of the Internet policy, Behaviour and Sanctions Policy

RESPONSIBILITIES

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all classes through the PSHE programme, so that every pupil learns about the damage it causes and the importance of reporting any cases to a teacher
- Listen to children who feel they have been bullied and act to support and protect them
- Report suspected cases to the Behavioural Co-ordinator (Mrs A Fleming)
- Follow up on any complaint by a parent about bullying
- Deal with observed instances of bullying promptly and effectively.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, both in school and through the means of social media
- Report to any member of staff any witnessed or suspected instances of bullying
- Remember that being a bystander is not acceptable

Anyone who becomes the target of bullies should:

- *Tell a teacher or another trusted adult immediately so that support can be put in place quickly*

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which may or may not be due to bullying but should always be raised with staff
- Advising their child to report any cases of bullying, whether witnessed or experienced, to their form teacher or the relevant pastoral head:
Mrs Revill (Kindergarten), Mrs Littlefield (juniors), Mrs Zoller (U3-U4 seniors), Ms Hobbs (L5/U5 Seniors)
- Advising their child not to retaliate violently to any forms of bullying
- Monitoring their child's use of technology
- Co-operate with the school to help us ascertain the truth and ensure appropriate support can be given, whether to the child being bullied or the child perpetrating the bullying.

PREVENTATIVE MEASURES

The school will endeavour to prevent bullying through the following measures:

- Work in PSHE lessons and assemblies
- Obtaining the views of pupils through the school council
- Awareness raising programmes such as Anti-Bullying Week

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

- Mrs Fleming will oversee all reported incidents of bullying to ensure consistency
- In the event of a concern being raised the form tutor and relevant pastoral head will investigate the incident by talking to any pupils involved, including any witnesses. Detailed records will be kept of the investigation.
- Parents of those involved will be informed
- In the case of suspected Cyberbullying school staff may request a pupil reveal a message or show them other content on their phone for the purpose of establishing if bullying has occurred. A refusal to comply might lead to a disciplinary sanction for failure to follow a reasonable instruction. Where the text or image is visible on the phone, staff can act on this.
- If bullying has been found to have taken place sanctions will be issued. These will reflect the severity and frequency of the incident. The sanctions used are:
 - Lunchtime detention
 - Afterschool detention
 - Being placed on report
 - Internal suspension
 - External suspension
 - Permanent exclusion
- If needed, outside support may be requested from relevant agencies, particularly in the case of Cyberbullying in which the school will take advice from CEOP (Child Online Safety and Protection agency).

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

- Mrs Fleming and Pastoral Heads will undertake training from specialist agencies, eg the Anti-Bullying Alliance
- All staff will receive training through the INSET programme.

SAFEGUARDING

- A bullying incident is treated as a safeguarding issue where there is a reasonable cause to suspect that the child is suffering or likely to suffer significant harm. In such cases the school will follow normal safeguarding procedures and report concerns to the local authority social care department.

MONITORING AND REVIEW

The policy will be reviewed annually and feedback will be sought from staff. Procedures will be reviewed on a half-termly basis through meetings with the SMT, Behavioural Co-ordinator and pastoral heads.