



**St. James Church of England Primary School, Handsworth**

# **Anti-Bullying Policy**

**March 2021**

## **Introduction:**

At St James Church of England Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of all our pupils.

## **Aims:**

- ☺ To secure for our children and staff a safe, secure environment in which to live and learn.
- ☺ To nurture in our children an understanding of positive, appropriate ways to treat one another.
- ☺ To empower our children to deal with bullying concerns, if they arise.
- ☺ To ensure an understanding of the negative impact of bullying and to support those who bully to positively modify their behaviour.

## **Bullying Definition:**

At St James, we teach our children to understand that bullying is any behaviour that is deliberately designed to cause fear, unhappiness or anxiety in others which is carried out several times on purpose. This can take the form of repeated physical hurting, intimidation, persistent name-calling, ostracism, cutting-eyes, peer pressure, abuse of technology and / or social media etc.

## **Types of Bullying:**

### **Cyber-Bullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

### **Racist Bullying**

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

### **Homophobic Bullying**

This occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

### **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

### **Bullying Prevention:**

At St. James, we recognise that bullying exists within our city, our community and within our school. We endeavour to identify, address and eradicate it and to be vigilant to the emergence of new forms of bullying and new ways of perpetrating it.

We work hard to counteract bullying and all the children are reminded of how to deal with bullying situations through discussion, lessons and special assemblies. We survey the children on bullying issues and build on their views in the way we manage the school.

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Children at St. James are taught to recognise and respond appropriately to bullying:

- ✓ Children should not retaliate with physical or verbal abuse but should be assertive and make it clear that they do not accept the behaviour that is being directed at them.
- ✓ If the abuse does not stop, they must walk away and tell an adult.
- ✓ Bullies and victims are given help – bullies often need a lot of help to see that their behaviour is unacceptable and victims need help in building their self-esteem and confidence.

### **Responding to Bullying:**

We will never ignore cases of bullying. Parents, children and staff are encouraged to report any instances of bullying.

- The member of staff who receives the concern from a child or parent will record the concerns.
- The bullying concern will be investigated.
- Where it is found that bullying has occurred, parents will be informed in line with the schools Behaviour Management policy.

- Strategies will be put in place to monitor the issue and work will be done to nurture the appropriate social skills both for the victim and the bully.
- If bullying persists a higher level of sanction will be used. This may include fixed term exclusion.
- In the most extreme cases permanent exclusion may be considered as a final resort.

There have been a very small number of occasions when bullying does not stop in response to the above strategies. Parents of both bullies and victims are invited to become involved in the very few cases where the problem is persistent. By working together, we can open up the secrecy, which allows bullies to operate.

This policy links with other policies and guidance:

School Values, Aims & Mission Statements;

Safeguarding Policy

Positive Behaviour Policy;

Race Equality Policy;

Our Rewards Policy;

Special Educational Needs Policy;

Equal Opportunities Policy;

Teaching & Learning Policy.

Curriculum Statement;

**Reviewed by:** J Hanson (Deputy Head Teacher) March 2021