

St. John's C.E Primary School Friern Barnet

Anti-Bullying Policy

St. John's School believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about acceptance and difference as part of the school's curriculum, aim to promote an inclusive, accepting and supportive ethos at the school.

The Education and Inspections Act 2006, outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behaviour Policy, which is communicated to all pupils, school staff and parents/carers.

All staff, parents/carers and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero tolerance policy for bullying at our school.

Legal framework

This policy has due regard to legislation, including, but not limited to the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998

Types of Bullying

Many different kinds of behaviour can be considered bullying and can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

Bullying can be acted out through the following mediums:

- Verbally
- Physically
- Emotionally
- Online (Cyber)

Racist bullying: Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

Homophobic bullying: Bullying another person because of their actual or perceived sexual orientation.

Transphobic bullying: Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.

Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Statutory Implications

Under the Equality Act 2010, the school understands that it has a responsibility to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.

Under the Human Rights Act (HRA) 1998, the school understands that it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.

St. John's seeks to address any occurrences of bullying in the following ways:

1. Investigate all cases by talking to the individuals involved (victim(s), perpetrator(s) and any witnesses) to establish exactly what has taken place.
2. Work with the perpetrator(s) to find out the reasons why the bullying has taken place as well as helping them to understand the implications of their behaviour.

3. Work with the victim(s) to help them understand that they are not at fault.
4. Work with the victim(s) and perpetrator(s) to help them resolve any difficulties they may be experiencing with their relationships.
5. Carry out appropriate sanctions for the perpetrator(s). These will vary depending on the number and/or length of time the bullying has occurred but will include:
 - a. missing play or lunch times
 - b. missing class reward times
 - c. loss of privileges including non-representation in school competitions, events and sports teams
 - d. removal from class for a fixed term (internal exclusion)
 - e. temporary exclusion offsite (fixed term exclusion)
 - f. permanent exclusion
6. Work with the families of both the victim(s) and perpetrator(s) to resolve the bullying.
7. Work with outside agencies, where necessary, to offer support to both parties e.g. Police Community Support Officers (PCSO), Learning Mentor.
8. Plan PSHCE and circle time sessions with groups or classes to address issues that arise leading to bullying behaviour.

If parents feel that the bullying is continuing after all the above measures have been carried out, they are able to:

- voice their concerns with the school
- use the school's complaint procedure to share their concern with the governing body

If all attempts to resolve issues have been unsuccessful then parents have the option to seek advice from the Equality and Human Rights Commission.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.

Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

Prevention

The school clearly communicates a whole-school commitment to addressing bullying and this

is regularly promoted across the whole school. The school aims to provide a safe learning environment which encourages children to feel valued enabling them to express themselves openly and to share any concerns with a trusted adult or the Designated Equality Lead (DEL).

The school encourages a sense of belonging in both our school and the wider community by tailoring its curriculum and resources to reflect a wide range of backgrounds and cultures including those representative of the school community.

All reported or witnessed instances of bullying in the school are challenged by a member of staff.

Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work.

All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons.

Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.

All members of the school community are made aware of the school's Anti-Bullying Policy.

All staff members receive training on identifying and dealing with the different types of bullying

Signs of Bullying

Some of the signs that a pupil may be victim of bullying include, but are not limited to, the following:

- Being frightened to travel to or from school
- Asking to be driven to school
- Unwillingness to attend school
- Truancy
- Becoming anxious or lacking confidence
- Saying that they feel ill in the morning
- Decreased involvement in school work
- Returning home with torn clothes or damaged possessions
- Missing possessions
- Missing dinner money
- Asking for extra money or stealing

- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Becoming agitated when receiving calls or text messages
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental issues, so are still worth investigating.

Pupils who display a significant number of these signs are engaged with, in order to determine the underlying issues, whether they are due to bullying or other issues.

Staff principles

Prevention is at the forefront of the school's Anti-Bullying Policy.

Staff treat reports of bullying very seriously.

Staff do not ignore signs of suspected bullying.

Unpleasantness from one pupil towards another is always challenged and never ignored.

Staff take action immediately; this applies to all staff, not solely teaching staff.

Staff always respect pupils' privacy, and information about specific instances of bullying are not discussed with others, unless it is in a setting that the victim has given consent to.

Follow-up support is given to both the victim and bully in the months following any incidents, to ensure all bullying has stopped.

Roles and responsibilities

The governing body evaluates and reviews this policy to ensure that it is non-discriminatory.

It is the responsibility of all staff to be alert to possible bullying of pupils and to deal with incidents as the highest priority.

The head teacher reviews and amends this policy, taking account of new legislation and government guidance, and using staff experience of dealing with bullying incidents in the previous year to improve procedures.

The school keeps a Bullying Record of all reported incidents including which type of bullying has occurred to allow for proper analyses of the data collected. The Senior Leadership Team (SLT) analyses the data in the Bullying Record at termly intervals in order

to identify any trends in the types of bullying occurring and implement the appropriate measures to tackle it.

The head teacher arranges appropriate training for staff members.

Sanctions

If staff are satisfied that bullying did take place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further incidents.

Staff inform pupils of the type of sanction to be applied and future sanctions if the bullying continues.

If possible, staff will attempt reconciliation and will obtain a genuine apology from the bully. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent. Discretion is used here; victims will never feel pressured into a face-to-face meeting with the bully.

The bullying pupil is made to realise that some pupils do not appreciate the distress they are causing, and that they should change their behaviour.

Parents/carers are informed of bullying incidents and what action is being taken.

When necessary, schools will liaise with their linked PCSOs to offer education and support to the perpetrators of racist/cyber bullying, including their families if needed, in an age-appropriate manner to ensure that pupils understand and recognise that they become criminally responsible at the age of 10.

Ratified by Governing Body: Summer 2021

Review Date: Summer 2024