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ST JOHN'S & KING RICHARD  
SCHOOLS FEDERATION

## ANTI – BULLYING POLICY St John's School

### Why is an Anti-Bullying Policy necessary?

The School believes that its learners have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

It is important therefore that the School has a clear written policy to promote this belief, where both learners and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

### Aims

- To fulfil School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To address the problem of bullying through the implementation of the whole school policy and procedures.

### What is Bullying?

Bullying is when people repeatedly and deliberately, hurt, harass or intimidate someone else by:

- Name-calling
- Leaving someone out
- Pinching, pushing, punching kicking or fighting
- Theft
- Being a member of a group of learners who intimidate others
- Interfering with someone else's property

### Forms of Bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.

- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber Bullying.

### What is Cyber Bullying?

Cyber Bullying is when one person or a group of people aim to threaten, tease or embarrass someone else by using a mobile phone, the internet or other technologies.

### Objectives of the policy

- To raise awareness among staff, learners, parents/carers about the issue of bullying to create an environment in which bullying is seen as unacceptable.
- To be proactive in the prevention of bullying.
- To make learners, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To address with bullies their problematic behaviour in a fair and firm manner in line.

## Appendix A: Advice to Students and Parents/Carers

### Something to do if you are being Bullied

- Tell yourself that you do not deserve to be bullied, and that it is wrong!
- Try not to show that you are upset, which is difficult.
- Avoid being in places that bullying happens.
- If you are different in some way, be proud of it!
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to someone you trust.
- Speak to Parents, Carers, Form Tutor, any teacher you trust, Prefects, any other learners.
- If you feel you cannot talk to people you know about bullying, then you can contact a number of services. See the anti-bullying guidance in the planner.
- Avoid the temptation to send emails, txts or posts on Facebook that would only 'carry' a situation on.
- Do not react to such things if they are sent to you. Keep a copy of them so adults can 'see' what is going on.

### **If you know someone is being Bullied:**

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

### **As a parent:**

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, and that they will not be afraid to ask for help.
- Keep a close eye on the electronic messages being sent by or received by your child for example – interaction on sites such as Facebook.

## **Appendix B: External Agencies**

**If you feel you cannot talk to people you know about bullying, then you can contact one of the following services:**

### **ChildLine**

ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111

### **Cybermentors**

CyberMentors is a safe social networking site providing information and support for young people affected by bullying.

### **EACH**

EACH has a freephone helpline for children experiencing homophobic bullying: **0808 1000 143**. It's open Monday to Friday 10am-5pm  
NSPCC 01515474646

The websites below have lots of information and advice for anyone who has had experience of bullying.

The Child Exploitation and Online Protection Centre (CEOP) maintains a website for children and young people, and parents and carers about staying safe online:

### **Think UKnow**

NSPCC **advice on bullying**

Childline **tips on bullying**

Need2Know **how to stop bullying**

Bullying Online **help for pupils**

Kidscape **who gets bullied?**

### **Young Anti-Bullying Alliance**

The Young Anti-Bullying Alliance is a group of children and young people from all around the country determined to put an end to bullying. Supported by the Anti-Bullying Alliance, they have their own website.

## **Appendix C : Schools Response to Bullying**

### **As a School:**

- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE / IS programme.
- Deal quickly, firmly and fairly with any complaints, involving parents.
- Review the School Policy and its degree of success.
- The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage learners to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage learners to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.

### **Action to be taken when Bullying is suspected**

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:- Help, support and counselling will be given as is appropriate to both the victims and the bullies:

### **We support the victims in the following ways:**

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher or associate staff, if they choose.
- Informing the victims' parents/carers.
- By offering continuing support when they feel they need it. .

- Where the victim feels comfortable, a meeting can be set up between the victim and the bully.

We also discipline, yet try to help the **bullies** in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- Issue consequences that are appropriate to the situation.

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