

St James CE Academy



Anti Bullying Policy

"Here at St James we believe that 'everyone is loved, this will allow all to flourish and unlock their potential promoting joy in lifelong learning. We will use our faith, Gods words and the light he gives to support this."

Unlocking potential and flourishing

"I can do all things through Christ; who strengthens me."

Philippians 4:13

Joy in Lifelong learning

"Put these abilities to work; throw yourself into your tasks so that everyone may notice your improvement and progress."

1Timothy 4:15

Everyone is Loved

"My command is this: Love each other as I have loved you"

John 15:12

Policy adopted:

Date of review: January 2027

Date of next review: August 2027

Introduction

At St James CofE Academy we believe that every child and adult should be able to work and study in a bully-free environment. Everyone should feel confident when coming to school that they can spend the day in a friendly place where everyone works together to help one another. Every parent and carer should also feel confident that they are leaving their pupils in an environment where their child will be safe and bullying free.

When bullying, child on child abuse or prejudice in any form does occur, staff and pupils should feel confident to report the behaviour enabling the school's system to be put into place to prevent it from happening again.

OURS IS A HAPPY SCHOOL AND WE ENDEAVOUR TO KEEP IT AS SUCH.

The purpose of this policy statement is:

- to prevent bullying and child on child abuse from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

This policy is non exhaustive and includes senior managers and the board of trustees/local Governors, paid staff, volunteers, sessional workers, agency staff and pupils.

Bullying-definition

Sometimes parents and children use the term 'bullying' too liberally. At St James, we are very specific in what constitutes bullying:

Bullying is a **deliberate** and **intentionally unkind** act that is carried out **persistently** to **upset** another person(s).

Child on child abuse and bullying can occur between any age group, any gender and include one or more perpetrators (bullies).

There are 8 types of child-on-child abuse and bullying that we talk about at our school. They are:

Verbal

Verbal bullying is when someone calls you names, threatens you or makes you feel bad. They may use inappropriate language towards you which makes you feel uncomfortable or gives you your 'Early Warning Signs'

"My command is this: Love each other as I have loved you" John 15:12

Physical

Physical bullying is when you might be hit, punched, pushed or be inappropriately touched without your consent. It also includes all kinds of physical, aggressive contact. Another example might be if a bully threatens you and frightens you enough to make you do what the bully wants you to do.

Emotional

Emotional bullying is when you might be left out of games, deliberately ignored or have people say bad things about you to others. Whatever is said makes you feel like an outsider with no friends.

Cyber

Cyber bullying can take place in any number of growing and changing online platforms and applications. This includes online gaming, private or group messaging, social media, through texts or even e-mails. This also includes the use of inappropriate images and pictures that be shared online to deliberately shame somebody or make them feel uncomfortable.

Sexual Harassment

Sexual harassment is when you may receive sexual comments, remarks or/and jokes; this may also occur online or via social media platforms. Sexual harassment also includes inappropriate touching of another person without their consent.

Homophobic

Homophobic bullying refers to the way in which people are treated because of decisions they have taken about how to lead their lives (LGBTQ+) or those who are in same gender relationships.

Racist

It is bullying directed at children of a certain race, culture or group and may be linked to the colour of your skin or where your family originated from

Discriminatory

Discriminatory bullying is directed at children who are physically or visually different, or who behave differently to their peers.

Aims of the Policy

- To create a safe environment where bullying is not tolerated
- To promote respect, kindness, and empathy among young people and staff
- To ensure young people understand what bullying is and know how to report it
- To provide clear procedures for responding to bullying incidents promptly and effectively
- To support victims and help bullies change their behaviour

Responsibilities

Leadership and Management

- Ensure the policy is implemented consistently and effectively across the school.
- Allocate resources for staff training and pupil awareness.
- Monitor bullying incidents and review strategies regularly.

Staff

- Model respectful behaviour and intervene promptly if bullying is observed or reported.
- Support young people involved in bullying incidents.
- Participate in regular training on behaviour management and anti-bullying strategies.

Young People

- Treat others with respect and kindness.

- Report any bullying they experience or witness to a trusted adult.

Parents and Carers

- Support the school's anti-bullying stance.
- Communicate concerns promptly to the school.

Procedures for addressing concerns

This policy extends beyond the school day to children on the way to and from school. It also includes the bullying of school staff by pupils. All accusations of child-on-child abuse and bullying will be taken seriously. There are a variety of reasons why children and adults bully one another. Time should be spent with the victim and the child carrying out the child-on-child abuse and bullying in order to find out why such an action is being taken.

Opportunities to discuss child on child abuse and bullying during the school day are:

PHSE, Anti bullying week, Collective Worship when our Christian Vision and Christian Cultures are celebrated, Bullying Leaflet sent to parents and shared with children (see Appendix 1), Open door policy of Headteacher and pastoral team.

Christian Cultures

All pupils need to feel safe and happy. It is important that we set a good example as adults in and around the school and hold high expectations of ourselves and everyone. The way we work with one another, and our own productive and supportive relationships provide an effective model for children. In the teacher/child relationship we should also be alert to how we address children, the language and tone that we use and the response we expect. A general tone of respect around the school, where we care and consideration is expressed for others is part of the culture at St James where bullying **is not accepted**.

Pupil Voice

Children are consulted annually about school and any concerns they have. These include annual consultations through: Pupil Questionnaires (well-being survey); School Council meetings; Informal discussion with headteacher and subject leaders; Open door policy of headteacher for all pupils (and parents to help support pupils with having a voice)

Preventative Strategies

- Regular PSHE (Personal, Social, Health, and Economic) education focusing on respect, diversity, and empathy.
- Clear school rules and routines promoting positive behaviour.
- Staff training on recognising and addressing bullying.
- Encouragement of peer support and mentoring.
- Promoting the school's Christian values through assemblies and collective worship.

Procedures for dealing with accusations of bullying

All accusations of bullying are taken seriously and recorded as unsubstantiated prior to a full and thorough investigation. When a report of bullying is made, the member of staff who is told must report it to an appropriate member of the leadership team (DSL/DDSL). This should also be accurately and factually recorded on CPOMS. Following this, the investigation will begin Whoever investigates it will speak to the child who reported the bullying (or the alleged victim if not directly reported by them) to reassure them that they have done the right thing by telling a trusted adult. The investigation can take many forms, but the school staff will ensure that all relevant stakeholder's viewpoints are heard and analysed. Where necessary and relevant,

groups of pupils will discuss together to reach the truth or a resolution.

If the staff member believe that bullying has taken place they will speak to the person who is believed to have done it. If it is found that the person has been bullying someone then their parents will be informed and a response to the bullying will begin.

Responding to bullying

- Young people can report bullying to any member of staff, or use designated systems such as a worry box or trusted adult.
- All reports are taken seriously and investigated promptly and confidentially.
- Appropriate sanctions or restorative approaches will be used depending on the nature and severity of the bullying.
- Parents/carers will be informed and involved in resolving incidents.
- Support will be provided for both victims and perpetrators to ensure learning and reconciliation.

We will make sure our response to incidents of bullying takes into account: the needs of the person being bullied, the needs of the person displaying bullying behaviour, the needs of any bystanders, and our school as a whole.

After the thorough investigations and evidence of bullying has been found and recorded the bully will be sanctioned following the school behaviour policy and if there is to be a repeat incident, they will receive a fixed term exclusion from school for up to 5 days.

If they continue to do so, this could lead to a permanent exclusion

Signs of Bullying

We encourage children to report incidents of bullying (of themselves or others). However, there are times when children will 'suffer in silence' out of fear of what might happen if the bullying is reported therefore, it is important that all staff are expected to watch out for the following indicators in the behaviour of victims of bullying.

The victim might be: Frightened or unwilling to come to school

Absent from school more than usual

Withdrawn and anxious

Starting to stammer

Running away from school

Crying at night or having nightmares

Performing less well at school

Coming home with damaged belongings or possessions going missing

Asking or stealing money

Losing money on a regular basis

Suffering from unexplained cuts and bruises

Becoming more aggressive and bullying others

Losing appetite or complaining of being hungry

There may be other reasons for this type of behaviour but bullying is always a possible cause.

Bullying outside of school

If a child has been bullied/is being bullied, we suggest you inform:

A member of staff at St James (in person, via email or Classdojo),

A relevant group leader/coach (if the bullying is taking place during organised activities),

If appropriate, the police.

Parental Involvement

Children may make disclosures to parents at home or parents may notice changes in behaviour that are not evident in school. Parents should feel confident that they can come to school with their concerns and speak to either the class teacher or senior member of staff, or contact us via telephone or Classdojo/emails. Any subsequent actions should always be agreed at a meeting between school and parents, with feedback given without breaching the data protection act. They should be encouraged to make further contact if the difficulty does not appear to have been addressed or the behaviour repeated. Where necessary, parents may feel they can solve issues with each other, but as a school, we expect parents refraining from directly approaching another child besides their own.

Special Educational Needs and Disabilities

Staff should be extra vigilant for any changes in the behaviour of a child with SEND as they can be potentially more vulnerable. If any changes are observed, they should be reported in the aforementioned manner to the appropriate staff member and the SENDCo – who may need to seek guidance from external agencies. All conversations should be recorded on CPOMs in the usual way.

Equal Opportunities

There are no stereotypical ‘bullies’. It is important that staff keep an open mind when dealing with allegations and should be clear of their evidence. However, there may also be times where children must be given the benefit of the doubt, both for and against the bully where insufficient proof is available.

Monitoring and Review

- The leadership team will monitor bullying incidents termly.
- The policy will be reviewed annually or sooner if needed, incorporating feedback from young people, staff, and parents.
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