



## Isle of Man Department of Education St Johns School

### Anti-Bullying Policy

At St Johns School we firmly believe that all adults and children in school have:-

- **the right to be safe**
- **the right to learn**
- **the right to be treated with fairness and respect.**

It is a requirement of all schools in the Isle of Man to have an Anti Bullying policy in place to ensure that anti-bullying procedures are established and carried out in school.

At St Johns School we aim to:

1. ensure that all connected with school understand what is meant by bullying.
2. promote a school ethos where bullying is regarded as unacceptable.
3. ensure a safe and comfortable environment in which everyone is able to work and learn.
4. develop values of responsibility and respect for all.
5. provide a transparent and easily understandable procedure for reporting bullying and dealing with it.
6. provide a system where bullying incidences are reported and dealt with in a consistent fashion.

Our policy is based on the following belief:

- bullying is wrong and damages individual children/adults. We therefore do all we can to prevent it by developing a school ethos where bullying is regarded as unacceptable.

All staff in the school take all forms of bullying seriously, and seek to prevent it from taking place.

#### WHAT IS BULLYING?

Bullying is defined as deliberately hurtful behaviour that is repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying occurs from time to time in any establishment and manifests itself in a variety of ways:

- PHYSICAL - hitting, kicking, taking belongings, spitting, pushing
- VERBAL - name calling, racist remarks, taunting, mocking
- INDIRECT - spreading rumours, excluding someone from social groups.
- CYBERBULLYING - sending malicious text messages, emails or photos

Bullying is repetitive and persistent.

Bullying is intentionally harmful.

Bullying causes feelings of distress, fear, loneliness and a lack of confidence in those who are at the receiving end.

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**WHAT BULLYING IS NOT:-**

- Falling out with people
- Short arguments
- A one off fight or quarrel between children of equal power and strength
- Friends breaking up
- Occasional teasing
- Bossing others around
- Boisterous behaviour

The use of aggression towards pupils or adults can take place within the school environment and also within school activities which take place in the outside environment.

**PREVENTION OF BULLYING**

At St Johns school we seek to identify early signs of bullying in the classroom and in the playgrounds and we work to prevent it developing further by:-

- Giving time to listen to children's concerns at playtimes, lunchtimes and at other times of the day.
- Valuing each child's comments and trying to ensure that they are appropriately dealt with.
- Being aware of any repeated reports of incidences involving the same child or groups of children.
- Ensuring that all children are aware of acceptable standards of behaviour and the positive attitudes we expect.
- Raising the awareness of bullying through inclusion in PSHE sessions, circle time, assemblies and in Anti\_Bullying Week each year.
- Teachers using a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They may use drama, role play, stories etc within the curriculum.
- inviting pupils to tell us their views about a range of school issues, including bullying, in pupil interviews questionnaires and through the School Council

**SIGNS AND SYMPTOMS**

A child may indicate by signs and behaviours that he or she is being bullied. Adults should be aware of the possible signs and should investigate further if a child displays them.

These include:-

- is frightened of coming to school
- becomes withdrawn or anxious
- attempts to run away
- cries a lot and has trouble sleeping
- school work begins to deteriorate
- comes home with books damaged or clothes torn
- has possessions go 'missing'
- becomes aggressive, disruptive or unreasonable
- stops eating.

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**RESPONDING TO BULLYING**

**The first and most important message we wish to instil in all our children is that they must report incidences of bullying to an adult. Other children not subject to bullying but aware that it is happening will be encouraged to report incidences to adults too.**

Children are encouraged to TELL if they are being bullied and part of their PSHE education includes explaining and discussing what bullying is and how it is different to falling out with friends.

Children who act as bystanders need to understand their responsibilities in acting to ensure that the bullying is dealt with effectively.

The class teacher is often the best person to share any concerns with and should be consulted first following a suspected incident, as he/she may be aware of previous incidents or similar patterns of behaviour.

The incident should then be investigated by the class teacher who will interview the children concerned. They will talk to children individually, talk to possible witnesses and talk to the children involved together. Depending on the type of bullying the Head or Deputy may also be involved in the investigation.

Any incidents at lunchtime should be reported initially to the class teacher and if there is persistent poor behaviour to the Head or Deputy.

Children should be listened to so that they can be assured that all incidences that may involve bullying are taken seriously.

Cases of serious or persistent bullying should be recorded and kept on the pupils file. If this happens the pupils parents will be informed.

Sanctions are used in accordance with the school's behaviour policy. In serious cases suspension may be considered.

After the incident has been investigated, cases will be monitored to ensure that no further bullying takes place.

Any bullying of staff by parents or other staff is totally unacceptable. It must be reported to the line manager, or Head or Deputy, where events will be investigated and any necessary action following the Disciplinary procedures laid down by the DEC will be followed. If a parent behaves in an intimidatory manner towards any member of staff then the parent will be spoken to by the Headteacher, and may be banned from school premises. If parents persist, or become aggressive then the police may be involved.

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If you are concerned about your child, your first point of contact should be your child's class teacher. They will then raise a 'cause for concern' at a staff meeting in order to alert other staff. This will enable the pupil to be monitored more closely at playtimes and lunchtimes.

Should school staff become aware that your child is being bullied or is being a bully then you may be invited into school to discuss the matter.

This policy should be read in conjunction with the school's Behaviour Policy and the Safeguarding Policy.

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