



## Isle of Man Department of Education Sport & Culture St Johns School

### Anti-Bullying Policy

#### INTRODUCTION

St Johns Primary School is committed to ensuring high standards of teaching and learning within a safe and secure environment where all children will develop confidence, responsibility and respect. Through the application of this policy, we hope to provide all children, parents and staff with clear guidance on our approach to bullying.

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.

This is in line with the United Nations Convention on the Rights of the Child.

Article 12 - Children have the right to give their opinion and for adults to listen to it and take it seriously.

Article 19 - Children have the right to be protected from being hurt and mistreated, in body or mind.

Article 29 - Education should help you learn to respect other people.

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.

Bullying concerns all of us, not just those who are bullying and those being bullied. It also affects less assertive children who may be drawn in, and those who witness bullying and feel unable to do anything. Bullying can happen in secret and a child being bullied may feel unable to tell.

We take bullying very seriously as a school and will not tolerate bullying in any form.

## AWARENESS OF OUR SCHOOL ANTI BULLYING POLICY

All pupils and parents should know what the school policy is and what they should do if bullying arises. Copies of this policy are on the school website.

Our policy is based on the following beliefs and values:

- The children will know that bullying behaviour is not tolerated and be clear about sanctions for bullying behaviour.
- The children will have a knowledge and understanding of the effects of bullying behaviour.
- The children will gain an understanding of the rights to say “no” to bullying and develop appropriate strategies to be assertive.
- The children will be encouraged to report bullying behaviour.
- All the staff in our 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, persistent, ongoing.

Bullying is intentionally harmful - it is done on purpose.

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

Bullying is an unequal balance of control or power in the situation and there is little or no retaliation from the victim.

Bullying can be by one person or a group of people to one person or to a group of people.

Bullying can include, but is not limited to; ignoring or purposefully excluding others, physical hurting, verbal abuse, emotional abuse, cyber bullying and abuse linked to any of the protected characteristics outlined in the Equality Act 2017.

## 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

## **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:-

- a reluctance to come to school
- appearing withdrawn or anxious
- attempting to run away
- crying a lot
- having trouble sleeping
- deterioration of school work
- coming home with books damaged or clothes torn
- having possessions go 'missing'
- becoming aggressive, disruptive or unreasonable
- not wanting to eat
- bed wetting

## **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 by:-

- 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 to help pupils understand the feelings of bullied children and to practise the restraint needed to avoid lapsing into bullying behaviours.
- Circle time and credit cards can be used to praise, reward and celebrate the success of children and to create a positive ethos.
- Pupils are encouraged to TELL anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- Pupils are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires, and through the School Council.
- Opportunities are built in over the school year to reinforce the message that bullying is unacceptable and to make the children aware of the procedures for dealing with it.
- Positive education on how to build positive relationships and to respect and care for each other is constantly reinforced. This includes yearly recognition of National Anti-bullying week.
- Use of the PSHE Curriculum Kapow, which includes sections on family and relationships, health and well-being and citizenship.
- Opportunities for reinforcing the anti bullying messages are taken across areas of learning whenever possible.
- Circle of friends is a strategy that may be used with a group of children to work through friendship difficulties in an indirect and positive way.
- Cyber bullying is addressed through regular E-Safety lessons within class.
- Giving time to listen to children's concerns at playtimes, lunchtimes and at other times of the day.
- 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.

## **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.

Incidents are 'flagged up' at staff meeting cause for concern discussions.

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.

The victim(s) is offered support and if necessary counselling.

Strategies are put in place to help the bully change their behaviour.

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

## **STAFF BULLYING**

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 DESC 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 the police may be involved.

## **PARENTAL CONCERNS**

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.

## **MONITORING AND REVIEW**

Class teachers will monitor any situations in the class and will communicate with the Headteacher or SLT.

Overall, the Headteacher or SLT will monitor the frequency and severity of incidents and respond appropriately.

These findings will be reported to staff and Governors on a regular basis.

The school policy will be regularly reviewed by the whole staff and governors.

Parents will be invited to comment on its effectiveness on parental questionnaires.

The School Council will also collect feedback from pupils.

## **EQUALITY**

At St Johns Primary School, in line with the 2017 Equality Act, we aim to:

- Eliminate discrimination.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

This policy must be read in conjunction with:

- Suspension Of Pupils - Policy & Procedure DESC July 2019
- Policy on use of Physical Contact, Control or Force on Pupils DESC June 2016
- St Johns Child Protection and Safeguarding Policy
- St Johns Behaviour Policy

Updated Policy Written – October 2022

Shared with staff October 2022 & Governors November 2022

Reviewed - Autumn Term 2023 - amendments ongoing as needed.

Reviewed - September 2024