

St James CE Primary School



Management of Bullying, Harassment and Hate Incidents Policy

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Policy for the Management of Bullying, Harassment and Hate Incidents in School

Introduction

It is a Government requirement that all schools have a policy for tackling bullying, harassment and hate incidents. Our policy is compliant with the duties and responsibilities outlined in the Equality Act of 2010 and reflects our commitment to the Anti Bullying Charter.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Key Staff

Incidents of bullying, harassment and hate are a primary concern for all staff at our school; however, the following staff play a key role in the management, resolution and follow up of such incidents:

Mrs Jennifer Young (Executive Headteacher/DSL)

Mrs Tina Briers (Deputy Headteacher/DDSL)

Mrs Andrea Conant (Inclusion Leader/SENCo)

Definition of Bullying

In consultation with all staff and pupils, St James CE Primary School defines bullying as: ***a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.***

Bullying can take many forms (for instance verbal bullying, physical bullying, indirect bullying and cyber-bullying), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender or sexual orientation. Particular children may find themselves more vulnerable to bullying than others, for example those with SEN, those with disabilities, traveller children, looked after children or those with caring responsibilities.

Stopping violence and ensuring immediate physical safety is a first priority for our school but we also recognise that emotional bullying can be more damaging than physical.

Pupil Definition of Bullying

Our School Council agreed on the following pupil definition:

Bullying is when somebody hurts you or your feelings several times on purpose. It can make you feel powerless, helpless and weak. We know it can happen in many places.

Signs and Symptoms of Bullying

Our staff are aware that there are many signs and symptoms of bullying. Staff will always inform a key member of staff if they feel concerned that such signs and symptoms are indicating that a bullying, harassment or hate incident is occurring. Such signs and symptoms may include:

The Child

- Is unwilling to go to school (school-phobic).
- Begins to truant.
- Becomes withdrawn, anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in schoolwork.
- Comes home with clothes torn or books damaged.
- Has possessions that are damaged or "go missing".
- Has unexplained cuts, marks or bruises
- Stops eating
- Is afraid to use the internet

The Role of the School

At St James CE Primary School we strive to foster a climate of mutual respect and support so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

We feel that it is our role to:

- Maintain clear policies to deal with bullying and poor behaviour (also see 'Positive Relationship and Behaviour Policy' and 'Online Policy')
- Be pro-active in raising issues related to differences between people (see St James Spirit curriculum and Collective Worship overview)
- Apply clear disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong
- Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they feel their child is being bullied
- Involve all pupils so that they understand the school's approach and are clear about the part they can play to prevent bullying

- Regularly evaluate and update our approaches to take account of developments in technology (See Online Safety policy)
- Provide effective staff training
- Work with the wider community such as the police and children's services
- Make it easy for pupils to report bullying (Worry Box, CEOP button on school webpage, Buddies)
- Create an inclusive environment
- Celebrate success

The Role of the Headteacher

The Headteacher is responsible for monitoring all incidents of conflict, bullying, harassment and hate. If a child is repeatedly involved in bullying, the Head Teacher will be informed and will then deal with the incident in line with this policy and the Behaviour policy. She will invite the child's parents or carers into school to discuss the situation. In extreme cases, e.g. where the initial discussions have proved ineffective, the Head may contact external support agencies.

Head Teachers also have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupil's conduct when they are not on school premises or are not under the lawful control or charge of a member of the school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school public transport, outside the local shops, or in the town centre.

The Role of Governors

It is the role of the Governing Body to:

- Promote the safeguarding and wellbeing of pupils in our school.
- Monitor and evaluate this policy to ensure that statutory and non-statutory aspects are appropriately reflected.
- Ensure that the Headteacher determines measures to promote good behaviour.

The Role of Parents and Carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not happy with the response and follow up of the class teacher, they should speak with one of the key staff listed. If they remain unsatisfied with the school's handling of the incident, they should follow the school's complaints procedure.

Parents and carers have a responsibility to support this policy and to actively encourage their child to be a positive member of our school

The Role of Pupils

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. They

understand that they can tell a friend, leave a note in the Worry Box or speak to any adult in school that they trust.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire and during pupil leadership afternoons.

School Councillors, in collaboration with all pupils, have developed Equality Charters and it is the pupils' responsibility to abide by this and our school rules and agreed rights and responsibilities (all displayed around school and in classrooms)

Online Safety

We recognise that bullying and harassment can also take place via technology and we strive through various means, including dedicated half termly 'NOS' lessons and the annual recognition of Internet Safety Day, to protect our children from all forms of cyber bullying. For more information please refer to our Online Safety Policy. Pupils also sign a 'Safe and Acceptable Use Policy' each year as a way of ensuring they understand and agree to our school policy in this regard.

Reporting and Recording of Incidents

Pupils' can report bullying through asking an adult if they can speak with them privately, through our confidential Worry Boxes or by pressing the CEOP button on our School Webpage. Parents can arrange meetings with staff if they want to report an incident or can phone and ask to speak with key staff at anytime.

All incidents of conflict are recorded by staff in class via CPOMS. If an incident is deemed to be a conflict issue, this will be dealt with by the class teacher and key staff internally and in line with the school's Behaviour Policy.

If an incident is deemed to constitute a bullying, harassment or hate issue against protected characteristics, then staff will report this directly to the Headteacher and school will record and report these to the Local Authority/Trust. School will do everything within its power to resolve, monitor and follow the incident up as effectively as possible and in line with all available guidance. This process ensures that our school is adhering to the duty contained within the SEP. Reporting to the Local Authority is the school's way of demonstrating commitment and compliance with the duty to eliminate discrimination, harassment and victimisation.

Relationship to other School Policies

More information retaining to the school's stance on managing incidents of bullying, harassment or hate can be found in the following policies:

- Behaviour/ChildProtection/Safeguarding/Confidentiality/Parish Spirit/RHSE/Online Safety

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher and other key staff. The Head Teacher will report to governors on request about the effectiveness of the this policy.

It will be reviewed in partnership with all members of the school community in **November 2023** unless there are changes to National or Local Guidance prior to this date.

Signed by the Chair of the Governors and the Headteacher