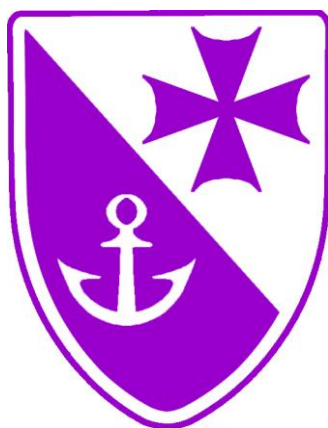


St Clement's and St John's Infant CE School



“I know the plans I have for you,” says the Lord...
”plans to give you a future and a hope.”
Jeremiah 29:11

Anti-Bullying Policy

Anti-Bullying Policy	Date created: July 2019
	Review date: July 2022
	Author: Remy Richards
	Governors approved:

Statement of Intent

At St Clement's and St John's we are committed to providing a caring, friendly and safe environment for all of our children. We believe that our children have the right to learn in a happy and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all Children should be able to tell an Adult and know incidents will be dealt with promptly and effectively. We are a telling school. This means that anyone who knows of bullying is happening has a responsibility to tell any member of staff. All allegations of bullying will be treated with the utmost concern.

Purpose and Aims

- All governors, teaching and non-teaching staff, Children and parents have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- There is an updated Anti-bullying strategy in the staffroom.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously
- Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What do we do?

Our school's Anti-Bullying Champion is Remy Richards. She will work alongside the school's Safeguarding leads and Senior Leadership Team to ensure that procedures in place to address bullying are robust and that all incidents are recorded using the school's SIMS system.

Useful tools such as questionnaires and surveys, undertaken by staff/students/parents, provide the school with key information relating to areas for development.

When necessary, the Anti-Bullying Champion will work alongside the class teacher and TA to monitor any incidents and respond accordingly by speaking to children and parents involved.

There is an anti-bullying policy will be available in the staffroom and school website so staff and parents can read the current anti-bullying policy in order to understand bullying and our procedures.

St Clements and St John's fully supports Anti-Bullying Week and the promotion of Anti-Bullying throughout the year.

Our Pastoral Care team (Mrs Karen Rendell and Mrs Karen Boyce) spend time with any children feeling vulnerable or in need of additional support. They also discuss any concerns that may result from a conversation with the class teacher, a parent, and any other member

of staff or the child themselves.

Along with:

- Staff training on specific matters
- A clear behaviour policy which all pupils/staff are aware of
- Dedicated PSHE Lessons
- Staff/parent/student questionnaires
- Other – issues dealt with as and when they occur

What is Bullying?

The Anti-Bullying Alliance defines Bullying as:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

We, at St Clement’s and St John’s, define and remember the concept of bullying as “STOP” – Several Times On Purpose.

Types of bullying behaviour

Emotional: Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)

Physical: Pushing, kicking, hitting, punching or any use of violence

Racist: Racial taunts, graffiti, gestures

Sexual: Unwanted physical contact or sexually abusive comments

Provocative: Because of, or focussing on the issue of sexuality, race, religion or sex.

Verbal: Name-calling, sarcasm, insults, spreading rumours, teasing, offensive language or comments.

Non-verbal: Staring, throwing dirty looks, gesturing, manipulating behaviour through intimidation, body language, invasion or personal space, silence, spitting, stalking, refusing to touch, playing mind games

Cyber: All areas of internet, such as email and internet chat room misuse Mobile phone threats by text messaging and calls Misuse of associated technology, ie cameras and video facilities

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone is unique and has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. We have a responsibility to provide a safe environment where young people can live, grow, play and learn happily. Therefore, we will respond promptly and effectively to issues of bullying.

Signs and Symptoms

Sometimes children do not feel confident enough to come forward and tell of a bullying incident. In these cases, a child may indicate by signs or behaviour that he or she is being bullied. It is important to note, that there can be many reasons why these signs or behaviour occur and does not always equal bullying.

However, Adults should be aware of these possible signs and should investigate if a child:

- is frightened to go to school

- does not want to go outside at break times with their friends
- changes their usual routine
- is unwilling to go to school (especially if this is a new dispute)
- becomes withdrawn, anxious or begins to lack confidence
- begins to develop a stammer
- cries themselves to sleep at night or has regular nightmares
- regularly feels sick in the morning
- begins to lose their motivation and commitment to school
- comes home with torn clothes or damaged possessions
- is frightened to say what is wrong
- is nervous and jumpy around people (or when cyber messages are received)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children e.g. siblings
- stops eating

It is important to remember that any of the above could indicate other concerns, which are not related to bullying. It is still vital to talk to someone if you have any of the above concerns. Bullying can also come from an adult i.e. member of staff, another parent, someone at home, although the latter would then be seen to be emotional abuse.

Procedures and Recording Bullying Incidents.

The following steps will be taken when incidents of bullying are suspected or reported:

1. Report bullying incidents initially to class Teacher to deal with
2. Reported continuous incidence to be reported to safeguarding, SLT, Anti Bullying champion and recorded on 'My Concern'.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
4. Appropriate provisions to be put into place for victim and Bully
5. In cases of serious bullying, the incidents will be recorded and in serious cases, parents will be informed and a meeting arranged to discuss the problem, if necessary and appropriate the police will be consulted.

Pupils who have been a victim of bullying will be supported by:

Being offered an immediate opportunity to discuss the experience with a class teacher, designated safeguarding lead, Anti-Bullying champion or adult in which they trust Adult will reassure the pupil

- The support offered will be continuous, for as long as the child may need it
- Working with an adult (usually KR or KB) to restore self-esteem and confidence
- Restorative work and peer support in times of need
- Pupils who have been the perpetrator will be helped by:
- Given a chance to talk and offload their views and reasons why
- Restorative work to prevent the wrong doings happening again
- Establishing the wrong doing and need to change
- Informing parents or guardian to help change the attitude of the pupil

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Loss of break and/or golden time
- Internal exclusion
- Fixed term exclusion depending on the severity of the bullying
- In extreme circumstance, the police may be informed through the Safer Schools Community Team

Reporting a concern or Incident of Bullying

If you have any worries about any incidents of bullying happening within St Clement's and St John's, please contact your child's class teacher or Year Leader in the first instance. This will then be directed to Remy Richards (Anti-Bullying Champion) or a member of the Safeguarding team. Please see the Safeguarding Policy and Behaviour Policy for any further issues.

Monitoring and Reviewing

The policy and procedures will be monitored and the effectiveness will be evaluated in the light of:

- Numbers of pupils being bullied.
- Staff vigilance and response to bullying behaviour.
- Numbers of pupils and parents feeling secure about the school's response to bullying.

Inclusion & Equal Opportunities

It is expected that the school's SEND policy and Equal Opportunities policies will be applied for all learning in Science at St. Clement's and St. John's Infant School.

Health and Safety

Our general school healthy and safety policy is used in all lessons. However, where there are specific issues, they are highlighted within the planning and additional guidance is given to all staff and children.

APPENDIX I:

Helpful Organisations

Please see links below and additional websites on our designated Safeguarding page
All of these support services and links to them, can be found in your local Family Information Directory www.boroughofpoole.com/familyinformation

Access Dorset Charity that aims to enhance the everyday lives of disabled people, older people, carers and other people who may benefit from support or information.
<http://accessdorset.org.uk>

ACE Education Advice and information for parents via advice line and My Child in School advice booklets. Training for professionals. Tel: 0300 01 15 142 www.aceed.org.uk

Act Against Bullying A national charity helping children who are bullied at school.
www.actagainstbullying.com

Ambitious about Autism- not working A national charity dedicated to improving opportunities for people with autism. <https://www.ambitiousaboutautism.org.uk/aboutus>

Anti-Bullying Alliance (ABA) Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn. www.anti-bullyingalliance.org.uk

Association for Citizenship Teaching ACT was founded in 2001 to support the teaching of high quality Citizenship and to promote wider public understanding of the subject as well as research into the participation of young people in society.
<http://www.teachingcitizenship.org.uk/home>

A Telling Tale An interactive bullying/respect performance that tells the story of a boy called Tim Vick (victim) and how he became known as LUBLY (bully), including audience participation and follow-up discussion in class groups. Email: paul.stevens66@btinternet.com

BIG (Bullying Intervention Group) BIG are a social enterprise offering the first national award for anti-bullying intervention together with and on-line resources. www.bullyinginterventiongroup.co.uk

Bournemouth YMCA Tel: 01202 290451 Email: enquiries@bournemouthymca.org.uk or www.bournemouthymca.org.uk/

Bully Free Zone One of the leading peer support projects in Britain. The project aims to raise awareness of alternative ways of resolving conflict and reduce bullying. Tel: 01204 454958 www.bullyfreezone.co.uk

Bullying UK Provides an email advice service for children and young people as well as online help and information, for schools as well as pupils. www.bullying.co.uk

Changing Faces Support group for people with facial disfigurement. www.changingfaces.org.uk

Child Exploitation and Online Protection (CEOP) Centre Resources have been produced by the Child Exploitation and Online Protection (CEOP) Centre to help schools to teach young people about how to stay safe online. The resources were designed by young people for young people and incorporate the latest classroom chat, lingo and music to effectively portray key messages about safety online. www.ceop.police.uk

ChildLine Offers a free, 24-hour helpline and counselling service for children in distress or danger. Tel: 0800 1111 www.childline.org.uk

ChildNet International. ChildNet International provides specialist resources for young people to raise awareness of online safety and how to protect themselves. Tel: 020 7639 6967 www.childnet.com

Children's Legal Centre. The Children's Legal Centre provides legal advice, information, assistance and representation to children, parents/carers and professional working with children. Tel: 08088 020 008 www.childrenslegalcentre.com

Citizens Advice Bureau CAB provides free, confidential and independent advice, either face-to-face or through its fact sheets on its website. Tel: 0844 245 1291 Email: advice@poolecab.co.uk www.poolecab.co.uk

Coping with Chaos Supporting families caring for a child/children or young person with a disability or special educational needs. <http://www.copingwithchaos.org/>

Diana Princess of Wales Memorial Award for Young People The Diana Anti-Bullying Award is open to primary schools, secondary schools and youth organisations. Tel: 0845 337 2987 www.diana-award.org.uk

Diverse Abilities Dorset based charity offering a lifetime partnership of support to adults, children and the families of those with physical and learning disabilities www.diverseabilitiesplus.org.uk

Dorset Race Equality Council This is an independent charity that provides help and support to victims of discrimination and harassment, particularly related to race, faith or belief. The service is free and confidential. Email: enquiries@dorsetrec.org.uk www.dorsetrec.org.uk

E Safety – ThinkuKnow training ThinkuKnow is a very effective programme for raising awareness and schools in Poole have been actively supported and encouraged to implement these activities for children. Information provided by the Child Exploitation and Online Protection (CEOP) Centre. <http://www.thinkuknow.co.uk/>

Educational Action Challenging Homophobia (EACH) EACH was established to challenge homophobia in education and also acts as a training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation www.eachaction.org.uk

Education for All. This is a joint campaign by Stonewall, Fflag and LGBT Youth Scotland to combat homophobic bullying. Website includes resources, research and case studies. <http://www.stonewall.org.uk/get-involved/education>

Equality and Human Rights Commission Promoting and maintaining human rights. Protecting, enforcing and promoting equality across the nine protected grounds...
www.equalityhumanrights.com

Family Lives Offers help and support through a range of free, flexible and responsive services by working for and with anyone who is parenting a child. www.familylives.org.uk

Goldsmiths College- The psychology Department at goldsmiths has a research programme which covers a wide range of specialism in experimental, theoretical and applied psychology. This includes research into bullying. <http://www.gold.ac.uk/>

Intercom Trust Intercom Trust is an independent charity that provides support and advocacy services to lesbian, gay, bisexual and trans communities in the southwest for people who encounter homophobic crime, prejudice or discrimination. Call their confidential LGBT helpline. Tel: 0800 612 3010 Email: helpline@intercomtrust.org.uk
www.intercomtrust.org.uk/portal.htm

Kidscape Provides training or professionals, courses for bullied children, a helpline for parents of bullied children and books, videos, free booklets and leaflets about the prevention of bullying, many in several languages. Tel: 08451 205 204
www.kidscape.org.uk

Leap Confronting Conflict Provides opportunities, regionally and nationally, for young people and adults to explore creative approaches to conflict in their lives. Tel: 020 7561 3700
www.leaplinx.com

Let's fight it together (DVDs) Resource produced by Childnet. Full teachers' plan and lesson plan also available. <http://old.digizen.org/cyberbullying/film.aspx>

Mencap Mencap fights for equal rights for people with learning disabilities and their families and carers, and provides housing and employment support. Tel: 020 7454 0454
www.mencap.org.uk

Dot Com Children's Foundation Empowering children to practice positive values and make safer choices in life <http://dotcomcf.org/>

National Autistic Society Champions the rights and interests of all people with autism and seeks to ensure that they and their families receive quality services appropriate to their needs. Tel: 0808 800 4104 www.autism.org.uk

National Children's Bureau Promotes the voices, interests and well-being of all children and young people across every aspect of their lives. As an umbrella body for the children's sector in England and Northern Ireland, provides information on policy, research and best practice. Tel: 020 7843 6000 www.ncb.org.uk

National Healthy Schools Programme The Healthy Schools toolkit can be found on www.education.gov.uk . The toolkit is designed to help schools to 'plan, do and review' health and wellbeing improvement.

National Society of Prevention of Cruelty to Children (NSPCC) NSPCC aims to end cruelty

to children. Works with children and families, as well as influencing public policy and attitudes. Provide helpline services. Range of antibullying advice and resources. Tel: 0808 800 5000 www.nspcc.org.uk

The Office of the Children's Commissioner Looks after the interests and acts as the voice of children and young people by exposing issues affecting young people, facilitating and provoking debate, influencing policy, and holding organisations to account. www.childrenscommissioner.gov.uk

Ofsted Inspects and regulates to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. www.ofsted.gov.uk

Poole Forum. This is a charity involving people who have learning disabilities. It has an easy read reporting form and does training on rights for learning disabled people. Tel: 01202 746 040 Email: office@pooleforum.co.uk www.pooleforum.co.uk

Poole Family Information Service and Family Information Directory Provides information about anything to do with family life. www.boroughofpoole.com/familyinformation Tel: 01202 261999

Special Educational Needs and Disability Information Advice (SEND IASS) SEND IASS have a specific role in providing confidential, free and impartial telephone and face-to-face support to parents and carers who have a child who has been excluded, is at risk of exclusion or has a Special Need or a disability. In particular SEND IASS provides support to parents and carers where a child or young person with special needs, additional needs or a disability finds themselves a victim of bullying in one form or another. Tel: 01202 261933 Email: parentpartnership@poole.gov.uk www.boroughofpoole.com/education-and-learning/parental-support/popps-pooleparentpartnership-service

Restorative Justice Council Provide quality assurance and national voice for restorative practice. Their resources include best practice guidance for practitioners 2011. <https://www.restorativejustice.org.uk/resources> Rights Respecting Schools (see Unicef)

Safe Schools and Communities Team Ssct@dorset.pnn.police.uk Tel: 01202 222844

Samaritans- Samaritans is available 24 hours a day providing confidential emotional support. Tel: 01202 551999 or 08457 90 90 90 Email: jo@samaritans.org <http://www.samaritans.org/branches/samaritans-bournemouth-and-district>

School's Out Aims to support lesbian, gay, bisexual and transsexual [LGBT] staff in education and to raise the profile of LGBT people and issues. Tel: 01273 298299 www.schools-out.org.uk

Stonewall A campaign and lobby group working to achieve legal equality and social justice for lesbians, gay men and bisexuals. www.stonewall.org.uk

Unicef (The United Nations Children's Fund) Unicef is the United Nations Program that provides long-term humanitarian aid and assistance to children in developing countries and runs the Rights Respecting Schools Programme in UK schools. Homepage <http://www.unicef.org.uk/?gclid=CMnNnNfI0LMCFanItAodM0QAfA&sissr=I> Rights

Respecting Schools Award (RRSA) <http://www.unicef.org.uk/Education/RightsRespecting-Schools-Award>

UK Observatory for the Promotion of Non-Violence A national initiative committed to addressing the key issues of aggression, bullying, anti-social behaviour and violence amongst children and young people. Tel: 01483 683120 www.ukobservatory.com

UK Safer Internet Centre A partnership of three leading online organisations – South West Grid for Learning (SWGfL). Childnet and Internet Watch Foundation (IVF) – aiming to make the internet a safe and better place for all. www.saferinternet.org

Victim Support Staff and volunteers offer free and confidential information and support for victims of crime. Victim Support operates via a network of affiliated local charities, the Witness Service and the Victim Supportline, and is currently developing specialist and outreach services for children and young people affected by crime and bullying. Tel: 0845 456 6099 Email: vsdorset@victimsupport.org.uk www.victimsupport.org.uk

Young Minds Committed to improving children's wellbeing and mental health www.youngminds.org.uk

Youth Justice Board for England and Wales Executive, non-departmental public body working to develop and improve the youth justice system and to prevent offending by children and young people up to the age of 17. Tel: 020 3334 5300 www.justice.gov.uk