

# St John's School

## Counter Bullying Policy – November 2019



This school is committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff and parents/carers. We believe that all pupils, staff and parents/carers have the right to be protected from bullying and abusive behaviour.

### **Who the policy applies to**

This policy was developed with staff and pupils and applies to all members of our community.

### **Aims and Objectives**

The policy aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects of them, with regard to bullying.

### **What is bullying?**

*'Bullying is when one or more people physically, emotionally or psychologically deliberately hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying usually happens over a period of time and consists of a series of different incidents'.*

### **Different types of bullying**

- Physical e.g. hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.
- Verbal e.g. name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down
- Emotional/psychological e.g. excluding someone from a group, humiliation
- Racist e.g. insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence
- Sexual e.g. sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact
- Homophobic e.g. insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence
- Electronic e.g. bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites

Bullying is the abuse of power by one person over another. All the types of behaviour listed above are unacceptable and will not be tolerated at this school.

### **How we handle bullying at St John's School**

- When bullying is reported it will be taken seriously
- Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work
- Staff will work with the young person or people who are bullying to change the bullying behaviour
- Wherever possible, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying

- Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour
- There may be occasions when Educational Psychology, CAMHS, Youth Action Team etc will be involved in supporting pupils who are experiencing bullying or who are bullying. The school will also refer the pupils to Mrs Loveless for a Solution Oriented programme in school.
- Suspending pupils from school is a last resort and after all other avenues have been explored rigorously.

### **Standing up to bullying behaviour**

This school is committed to stopping bullying behaviour and to do this we need everybody's help. Here are the things that every member of the school community can expect from the school and the things that are expected from each member:

#### **All pupils**

As part of the school community:

- you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable
- Don't gang up against another pupil in a vulnerable position; try to help him/her feel less vulnerable
- Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself
- And don't turn a blind eye to bullying and victimisation

Here's what to do if you know that another pupil is being bullied (this could be a friend that you know really well, someone in one of your classes, or someone that you just see around the school and have never even spoken to; and the bullying could be happening at school, or on the way to and from school):

- Let a member of staff know about the bullying. You can do this in lots of different ways
- Tell a friend who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so
- Find a quiet moment to speak to a member of staff.
- After class can be a good time to approach teachers. You can always pretend that you need help with some work if you are worried that other pupils might hear you ask the teacher for a private word.
- When you let staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour. Staff will not name you when they investigate the bullying unless they are forced to, but they will let you know that they have acted on your report. If you are ever worried for your own or another pupil's physical safety (including if you are afraid that a pupil may harm himself/herself), do not hesitate to tell a member of staff so that they can take immediate action to keep the pupil safe with the help of other staff at the school, parents/carers and the police and ambulance service if necessary.

#### **Pupils who are being bullied**

If you are being bullied, you can expect that:

- You will be listened to and taken seriously
- Action will be taken to help you to stop the bullying

- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
- Your teacher and Mrs de la Haye will be told about your situation so that they can help to support you. You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have. They will let your parents know.
- You will have regular meetings with staff to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going
- If you ever fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies like the police and ambulance service if necessary.

### **Pupils who are bullying**

Bullying behaviour has no place at this school. If you are involved in bullying, you can expect that:

- Your bullying behaviour will be challenged
- You will be treated fairly
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so

*This means:*

- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving
- Mrs de la Haye will let your parent(s)/carer(s) know what is going on and to offer them the chance to help support you in changing your behaviour
- You will have regular meetings to review your behaviour
- If you don't work at changing your behaviour then staff will have to take more serious action, eg suspending you from school activities.
- Our priority is to make this school a safe and positive place for the whole school community. If you take part in a serious campaign of victimisation, abuse and intimidation, or episode of physical bullying against any other person belonging to the school community, you will be instantly suspended from coming to school whilst the behaviour is investigated.

### **Staff**

All staff can expect to be properly trained and supported in dealing with bullying to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions
- Follow the procedures set out in this policy when they are dealing with bullying
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community to combat bullying

### **Parents and Carers**

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

November 2019

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