



# Anti Bullying Policy

As a church school, we believe that every person is made in God's image and unconditionally loved by God and bullying of any kind stops children from flourishing and becoming the people God created them to be. Through our Christian values we aim to promote a safe, happy and welcoming environment where everyone treats each other with love and respect.

## Christian Values:

The specific Christian Values of **Love**, **Respect** and **Courage** underpin, and are intrinsic to the ethos and belief of Saint James CoE Primary School.

## Our Vision:

At Saint James we accept challenges, take risks and work to make to make positive change in ourselves and our community. Focusing on building resilience and compassionate relationships allows everyone to flourish. Using our Christian values to guide us, we develop skills to navigate rough seas and transform our world. **'Be strong and courageous and do it'** - 1 Chronicles 28:20

Saint James C of E Primary School aims to give all children rights and responsibilities. This means that no one has the right to inhibit another person's learning or to make another feel uncomfortable or unhappy.

## What is bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is behaviour which is intended to scare or upset another, or to make another do something against their will or better judgement.

In other words, bullying at Saint James Primary is considered to be unacceptable behaviour which occurs **'Several Times On Purpose' (STOP)**.

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	focussing on the issue of sexuality
Cyber bullying	All areas of internet, such as email and social media, online chat misuse and text messaging

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<sup>1</sup> At Saint James Primary School the term 'parent', used in any context, is intended to mean 'parent, carer or guardian'

Verbal	name-calling, sarcasm, spreading rumours, teasing
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Bullying may occur because someone is known, or perceived to be, a looked after child or a young carer, or because of another form of discrimination and prejudice. All bullying needs to be addressed.

Bullying may be conducted out of school hours or away from school grounds. If a child tells us of bullying out of school hours we would encourage the child concerned to speak to their parents about the incidents. We would offer to support them in this. If an incident is reported to us by a third party we will telephone the parents concerned to inform them that this incident has been reported.

### **How can we recognise children who are being bullied or are bullying?**

#### **The Victim**

- Non attendance
- Lack of concentration
- Deterioration of performance
- Fear of playtime
- Introverted
- Physical evidence – clothes, marks
- Body language

#### **The Bully**

- Consistent complaints from others
- Aggressive behaviour
- Attention seeking behaviour
- Body language

### **Tackling Bullying at Saint James Primary**

The governors, staff and parents consider bullying to be a very serious issue, as a victim of bullying, who is harmed by the behaviour of others, may not have the resources, status, skill or ability to counteract or stop the harmful behaviour.

Children are encouraged through assemblies and the PSHE curriculum to tell an adult about bullying incidents. Lunchtime staff will refer any incidents they are made aware of to the class teacher or a Leadership team member.

The needs of both victim and bully need to be addressed. This may be through different approaches.

In line with our behaviour policy, staff will consistently use a restorative approach to resolving incidents of poor behaviour. All staff will have regular updates on restorative approaches, which will include children having ownership of solutions, sanctions and strategies to avoid repetition. This will help children to see and feel that the incident has been resolved.

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We can counteract bullying in school by:

- Teaching children to use the Saint James 1-2-3 warning method:  
(1 = stop it I don't like it; 2 = stop it or I will tell; 3 = tell an adult).  
The exception to this is physical violence when the child should tell an adult immediately.
- Providing a positive learning environment for all pupils.
- Encouraging a listening, telling and believing environment where the concerns of the individual are taken seriously and dealt with appropriately.
- Encouraging the view of the school as a community where each individual has an important role to play.
- Minimising confrontation and encouraging mutual respect.
- Adults providing good models of behaviour for children.
- Developing a sense of common purpose between staff, pupils, parents and governors.
- Having clear rules and sanctions understood by all.
- Having clear procedures for victim and bully.
- Respecting the professional judgement of staff in dealing with bullying issues.
- A commitment to restorative practices to enable victim and bully to have a sense of resolution and to change behaviours.

### **Sanctions for Incidents of Bullying**

Sanctions for bullying are administered in line with our Behaviour policy. However, because of the specific impact of bullying on the victim and the implications for the behaviour of the bully, there may need to be additional measures put in place.

Any incident of bullying will result in:

- A sanction being applied to the bully
- Discussion between member of staff dealing with the incident and all children involved during which they will try to resolve conflict using restorative practices and alleviate any feelings of anxiety for all. However, whatever the reason for the incident, it will be clear that the sanction stays, as aggression is not acceptable in school.

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- Parents of the victim and the perpetrator being told about the incident at the end of school, either in person or over the phone.

If the same child is involved in bullying again:

- Class teacher to contact parents on the same day, detailing the incident and the action taken.
- Parents of the victim will also be informed informally.

Subsequent incidents will be dealt with by a range of strategies, matched to the individual, which could include:

- Formal letter from the Head teacher, followed by a meeting with parents, child, Head teacher and class teacher.
- Individual Behaviour Plan (IBP) written
- Request for support to outside agencies, e.g. Child and Family Guidance, Behaviour Support Team, Education Welfare Service, Educational Psychology
- Friendship Groups (sessional approach with trained adult and a group of children where bully/victim roles are often interchangeable)
- Fixed term exclusion

If a child is a regular victim of bullying then possible actions may include:

- (Emotional Literacy Support Assistant) ELSA support
- Individual Education Plan (IEP)
- Request for support from outside agency

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**Dissemination of the policy**

Our policy will be available on our school website and paper copies will be available for parents. The policy will be reviewed annually and disseminated to the whole school. Posters relating to the key messages of the policy will be prominently placed around the school.

We will hold an annual 'Anti- Bullying week' every November and 'anti bullying' is part of the PSHE curriculum.

**Date of next review:** Summer 2026

## APPENDIX 1

### **Restorative Approaches**

#### The Informal Approach

ACKNOWLEDGE HOW THE PERSON IS FEELING by description of reality.

e.g. a student miserable or angry in a corridor or playground

“I can see you are.....(upset, angry, sad etc.)?”

“What’s happened”?

What were you thinking, when?

What were you feeling, when?

Who else has been affected?

What can be done to move this situation forward?

What can you do to make this situation work? How?

**APPENDIX 2 (Children's Version)****What is Bullying?**

Bullying is any hurtful, upsetting, frightening or threatening behaviour by a child or group of children towards another child which happens several times on purpose (STOP).

It can be carried out physically, verbally, emotionally or through cyberspace.

Bullying is unacceptable behaviour.

**Guidance on dealing with bullies (written by the children at Saint James Primary School)**

- Remember the Saint James 1-2-3 warning method:  
(1 = stop it I don't like it; 2 = stop it or I will tell; 3 = tell an adult).  
The exception to this is physical violence when you should tell an adult immediately.
- Tell an adult – Mrs Marsh, Mrs Gardiner, Senior Leader, class teacher, the adult on duty etc.
- If a bully says don't tell, still tell
- Stay with your friends because bullies pick on children on their own
- If someone hurts you, don't do it back because then you are being a bully
- If your friend is being bullied you could tell the bully how your friend feels
- If your friend is being bullied, tell an adult