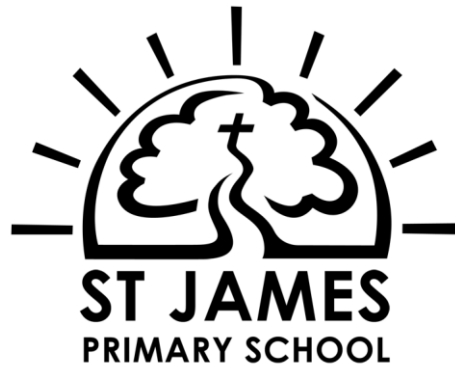




St James Anti-Bullying Policy

Policy Schedule	
Written	Date March 2026
Agreed by Staff	Date April 2026
Ratified by Governing Body	Date April 2026
Next Review	Date March 2027

Introduction

The purpose of this policy is to provide a framework for responding to incidents involving bullying consistently and promptly. This policy should be read in conjunction with our Behaviour, Personal Social, and Health Education (PSHE), and all equality policies.

What is Bullying?

It is important to have an open and agreed definition of bullying.

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying

There are many definitions of bullying, but most have three things in common:

- it is deliberately hurtful behaviour
- it is repeated often over a period of time
- it is difficult for those being bullied to defend themselves.

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying.

However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying. Some children experience relationship difficulties at times and may say they are being bullied, even though they are behaving in a way to upset the other child. In these cases, staff must work with these children to make them aware of the consequences of their actions and their responsibilities to other children in our school.

Aims

At St James Primary School we aim to:

- provide a safe and happy environment for all children
- preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, sexist and sexual bullying
- show that we are a caring school in that we will respond to all cases of bullying immediately and consistently
- investigate fully all cases of bullying, to assess the situation carefully and with fairness to all concerned
- make the prevention and tackling of bullying a high priority within the school with a clear commitment from the Headteacher, governors and staff
- promote school values which reject bullying behaviour and promote cooperative behaviour
- involve the whole school community in the implementation of this school policy on bullying
- use the school curriculum to raise awareness of bullying
- encourage a culture in school where it is fully accepted that pupils tell staff if they are being bullied
- make every attempt to protect children against possible reprisals.

Principles

It is important that, before a policy on bullying can be implemented, all staff agree on the aims and objectives of such a policy and know what to do when an incident of bullying is reported. This policy is discussed by all staff at the first staff meeting of the school year.

We will promote the policy aims by:

- putting into practice the aims of the school policy, in particular by taking reports of bullying seriously and investigating all incidents thoroughly
- raising awareness through the school curriculum
- responding to individual incidents appropriately, such as through PSHE lessons
- ensuring that key areas of the school are supervised
- monitoring children about whom we are particularly concerned
- listening very carefully to all those involved to determine an accurate picture of events
- ascertaining the possible reasons behind the bullying incidents, taking appropriate action against the bully and reassuring the victim
- where appropriate, working with the bully to modify the behaviour
- where appropriate, working with the victim to give them the power and confidence to challenge bullying behaviour
- consulting and working with professionals from other agencies.

Recording a bullying incident

It is important to keep accurate records when an incident is reported. These are recorded on MyConcern and reviewed by DSLs and the senior leadership team. Staff must note down:

- The date, time and place
- Who was involved
- What was said or done and by whom
- Whether this has happened before

Children must be interviewed individually, or in groups, to get an accurate picture of the incident and how it occurred. It is often appropriate to work with the bully and the victim. The victim may need to develop strategies to cope with bullying and to develop the confidence to challenge these acts.

In all cases, all staff must know about the incident so they can watch the victim and perpetrator/s in the playground, lunch hall, around the school and in the classroom.

In some cases, the bullying may not be evident to staff so that parents may bring it to our attention. The case must be investigated and the results must be discussed with parents within 2 days of the incident being reported to the school. Follow up meetings and discussions may also be necessary. Significant bullying incidents will be reported to the governors.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy.
- In extreme or repeated cases, fixed-term or permanent exclusions
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Integrated Children Services or Early Help or support through appropriate mental health services.

Education and Training

The school community will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.

Involvement of Pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas pupils' views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- theeducationpeople.org
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame

Appendices

1. Guidelines for parents
2. Guidelines for children of St James Primary School

St James Primary School

Guidelines for Parents and families

BULLYING: Don't suffer in silence

All schools are likely to have some problems with bullying at one time or another. At St James Primary School we aim to reduce and prevent bullying.

Bullying behaviour includes:

- name-calling and teasing, including homophobic or racial incidents
- physical violence
- threats
- isolating individuals from group activities

Bullying through the use of the internet and mobile technology is on the increase and is known as Cyber-bullying.

Parents and families have an important part to play in helping us deal with bullying.

First, discourage your child from using bullying behaviour at home or elsewhere. Show them how to resolve the difficult situations without using violence or aggression.

Second, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect that a problem exists. Don't dismiss it. Contact the school immediately if you are worried.

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

Children sometimes bully others because:

- they don't know it is wrong
- they copy older brothers or sisters or other people in the family whom they admire
- they haven't learnt other, better, ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and are acting out aggressive feelings
- they enjoy the feeling of power
- they are being or have been bullied themselves

To stop your child from bullying others:

- talk with your child; explain that what he/she is doing is unacceptable and makes other children unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how he/she can join in with other children without bullying
- make an appointment to see your child's class teacher; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop him/her bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when he/she is cooperative or kind to other people

If your child has been bullied

- Reassure your child that he/she has done the right thing in telling you about the bullying.
- Calmly talk with your child about his/her experience.
- Make a note of what your child says - particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened.
- Explain to your child that, should any further incidents occur, he/she should report them to an adult immediately.
- Make an appointment to see your child's class teacher to discuss the problems your child is experiencing and to draw up strategies to keep your child safe.

Talking with teachers about bullying

- Try and stay calm - bear in mind that the teacher may have no idea that your child is being bullied or maybe has heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened - give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

What is bullying?

In our school bullying is hurting someone more than once and on purpose, by using behaviour or words which are meant to frighten or hurt that person.

Bullying can be...

Emotional: Hurting people's feelings, leaving someone out



Physical: Punching, kicking, spitting, hitting or pushing



Verbal: Being teased, name calling



Written: Notes, letters graffiti



Cyber: Saying unkind things by text, email and on the internet



If you are bullied:

DO:

Do ask them to stop if you can

Do use eye contact and ask them to leave you alone

Do ignore them

Do walk away

Do get help

Do tell a friend

Do tell an adult

DON'T:

Don't do what they say or copy them

Don't get angry or look upset

Don't hit or hurt them

Don't think it's your fault

Don't keep quiet

TELL SOMEONE



What should I do if I see someone else being bullied?

Don't walk away and ignore the bullying

Do ask the bully to stop if it is safe to do so

Don't stay silent – tell someone

Who can I tell?

A friend

A family member

Any adult in school

The worry box – located in the library and in classrooms

Everyone at our school will work together to:

Make our school a place where everyone can feel safe and happy

Help everyone to get along with each other because we believe that everyone has a right to be who they are

Always treat bullying seriously

BRING OUT THE BEST IN EACH OTHER!