



Anti-Bullying Policy

Adopted by the Governing Body: December 2015

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Next Review Date: May 2028

Signed: Laura Richards

(Headteacher)

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(Chair of Governors)

At St James C of E Academy we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We actively promote good behaviour and make it clear that bullying is wrong and will not be tolerated.

Definition

This academy has chosen to adopt Warwickshire Anti-bullying Partnership's definition of bullying:

"When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for themselves

...it **could** be bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this **is** bullying."

Bullying is any behaviour by an individual or group that:

- is **meant** to hurt – the person or people doing the bullying know what they are doing and intend to do it.
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident.
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

Bullying can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks including those of a racial, sexual or homophobic nature (see below)
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, social media (to an individual or groups)
- Racist eg racial taunts, graffiti, gestures
- Sexual eg unwanted physical contact, sexually abusive comments
- Homophobic eg comments or actions targeted at someone because they are LGBT

Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.” (Warwickshire’s Anti-bullying Partnership 2007)

It is sometimes difficult to distinguish whether the incident is one of bullying or not. Children often have disagreements with their peers, and we need to distinguish between such incidents and those which may be classed as bullying.

When an incident is reported, staff will try to find out the full facts to help them decide whether it is a case of bullying or not.

Unacceptable behaviour, which does not constitute bullying, will be dealt with in line with the academy’s Behaviour Policy.

Why is it important to respond to bullying?

Children and staff have the right to work in a safe and secure environment and to be treated with respect. Our academy has a responsibility to respond promptly and effectively to issues of bullying.

Our Personal, Social and Health Education and Citizenship Curriculum includes developing strategies to cope with bullying, both now and in the future. The academy is also committed to promoting acceptable behaviour. Pupils who are bullying need to learn more acceptable ways of behaving.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened walking to and from the academy
- Begs to be driven to the academy
- Changes their usual routine
- Is unwilling to go to the academy
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to wet the bed at night
- Begins to do poorly in academy work
- Comes home with clothes torn or possessions damaged or “missing”
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually ‘lost’
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Attempts or threatens suicide, self-harming or runs away
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

What the academy will do

All concerns about bullying will be taken seriously by every member of staff and will be investigated thoroughly.

Governors

- Monitor incidences of bullying through the Headteacher's report submitted to termly meetings of the Local Governing Board. This will include the number of reported concerns, monitoring information about the pupils involved, motivations for bullying, the actions taken and outcomes.
- Review the anti-bullying policy at least every three years.

Senior Leadership Team

- Listen to concerns raised by pupils, parents and other academy staff.
- Talk to the suspected victim, and any witnesses.
- Identify the bully and talk about what has happened, to discover why they became involved.
- Make it clear that bullying is not tolerated at Southam St James
- Offer the opportunity for the bully and victim to talk together, supported by a member of staff, in order that the bully may offer an apology.
- Impose sanctions as set out in the behaviour policy (yellow and red cards). An additional sanction of missing one or more playtimes may also be imposed.
- Consider a 'fixed term exclusion' to pupils who fail to respond to the sanctions set out above and continue to bully others over a sustained period of time.
- Record incidences on the *Bullying Incident Form*, and record on the Bullying Incident Log.
- Keep parents of both the bully and the victim fully informed through telephone conversations and/or face to face meetings.
- Continue monitoring the situation to ensure no repetition, recording follow-up findings on the Bullying Incident Log.
- Raise awareness and provide information for pupils, parent and staff about bullying issues through national initiatives such as 'Anti-bullying Week', engaging outside agencies such as 'Childline' and through staff training.
- Provide training as required for staff.

Teachers

- Listen to concerns raised by pupils, parents and other academy staff.
- Report incidences of bullying promptly to the Headteacher or in her absence, the Deputy Headteacher.
- Be pro-active in establishing a safe environment, where good behaviour is rewarded and children are confident to raise concerns, in the full knowledge that they will be listened to.
- Discuss issues around bullying through the curriculum (Personal, Social and Health Education lessons, circle time).
- Support whole academy activities during 'Anti-bullying Week'.
- Have a system in the classroom, recognised by all pupils, for reporting concerns or anxieties.
- Be aware of children whose behaviour changes for no apparent reason, such as becoming shy and nervous, becoming unusually aggressive, feigning illness, taking unusual absences, truanting, clinging to adults or whose learning behaviour changes.

Mid-day supervisors and other academy staff

- Report concerns raised by children promptly to the class teacher.
- Be pro-active in establishing a safe environment where good behaviour is rewarded and children are confident to raise concerns, in the full knowledge that they will be listened to.
- Be aware of children whose behaviour changes for no apparent reason, such as becoming shy and nervous, becoming unusually aggressive, feigning illness, not wanting to eat and clinging to adults.

What children can do if they are being bullied

- Tell an adult you trust at home or in the academy if you feel that you are being bullied. Teachers will take you seriously and deal with the bullies in a way which will end the bullying and will not make things worse for you.
- Stay with a group of friends/people. There is safety in numbers.
- Tell yourself that you do not deserve to be bullied and that it is wrong.

- Be proud of who you are. It is good to be individual.
- Listen carefully when bullying, and ways to deal with it, are being discussed.
- Be firm and polite – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- Try not to show that you are upset. It is hard, but a bully enjoys seeing someone frightened.
- Remember that your silence is the bully’s greatest weapon.

What to do if you know someone is being bullied

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

The role of parents

Parents have an important part to play in our anti-bullying policy.

We ask parents to:

- Look out for signs of unusual behaviour in your children – for example, they may suddenly not wish to attend the academy, feel ill regularly, or not complete work to their usual standard.
- Take time to talk to your children about how things are going at the academy.
- Be prepared to talk about any anxiety children have and whether the root cause is during or outside the academy day.
- Inform the academy immediately if you feel your child may be a victim of bullying behaviour. Your complaint will be taken seriously and appropriate action will follow.
- Not approach a child who is bullying others on the playground or try to deal with the bully in your own way. Please inform the academy immediately and let us take appropriate action.
- It is important that you advise your child not to fight back - it can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the academy’s policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying either as a victim or perpetrator, please discuss the issues with them and inform the academy. Often those doing the bullying have an underlying issue that needs to be dealt with and we may be able to help them sort it out. All matters will be dealt with appropriately.