

**BISHOP JOHN ROBINSON  
CHURCH OF ENGLAND PRIMARY SCHOOL**



**Anti-Bullying Policy**

**Be the best we can;  
Join in learning, play and prayer,  
Remember God's Word.**

<b>Implemented</b>	November 2011
<b>Presented by</b>	DHT
<b>Ratified by Governors</b>	November 2011
<b>Review Date</b>	February 2016 April 2017
<b>Next Review Date</b>	September 2017



## Mission Statement

We want all adults and children to: **Be the best they can** in order to have best possible start in life and to make the most of the gifts God has given. To achieve this we;

- Set ambitious targets for all pupils and staff
- Continually look for ways to improve
- Have high expectations of behaviour for all

We encourage children to: **Join in Learning**, to promote academic excellence and to inspire everyone to value the importance of education in wider society. To achieve this we;

- Provide an engaging curriculum with opportunities for learning in a variety of contexts
- Strive for all lessons to be focussed and engaging to allow all children to achieve
- Support deeper levels of understanding so that children can apply learning to different settings

For children to: **Join in Play** is important at BJR because Play is essential for everyone's social and emotional development. It is a vital life skill which helps children to form the adult they will become building trust, forgiveness and resilience. To promote positive play we;

- Have dedicated staff who promote play EVERY PLAYTIME
- Promote the importance of play through PLAY DAYS
- Invest in the playground as a learning resource

We want the school community to: **Join in Prayer** as Christians believe that this is fundamental to developing a relationship with God as well as giving thanks and praise. We encourage this though;

- High quality collective worship for all children
- Daily acts of prayer
- Valuing the essential role of our School Chaplain

We believe that we should: **Remember God's Word**, as this is at the very Foundation of being a Christian school. In promoting a practical understanding and application of Christian Values we strive to; *"Train up a child in the way he should go, And when he is old he will not depart from it"* Proverbs 22:6 (NKJV) through;

- Providing High quality RE teaching and daily collective worship for all children
- Regular visits to church and other places of worship

**BISHOP JOHN ROBINSON CofE PRIMARY SCHOOL  
ANTI-BULLYING POLICY**

It is important that the whole school community agrees what compromises bullying, physically and emotionally. Children's perception of bullying varies from child to child.

At Bishop John Robinson School we define bullying as any or all of the following.

- A **repetitive** series of actions by an individual or group which can cause long lasting fear, anxiety or harm to another person or group of people.
- Verbal or physical actions which are designed to **intentionally** hurt and intimidate or to make the person who is at the receiving end feel unhappy, embarrassed or insecure about themselves.

What kind of behaviour constitutes bullying behaviour?	What kind of behaviour is not bullying?
<ul style="list-style-type: none"> <li>• Repetitive hitting, kicking, pushing and threatening.</li> <li>• Nudging, whispering, sniggering, facial expressions, gestures.</li> <li>• Making someone do something they don't want to do.</li> <li>• Putting someone down</li> <li>• Being domineering or controlling (bossy)</li> <li>• Forcing someone to be your friend - making it uncomfortable or risky for them if they are not.</li> <li>• Making fun of someone's race, ethnic origin, faith, culture, religion, name, appearance, accent or family.</li> <li>• Making sexist or sexually abusive comments.</li> <li>• Using homophobic language as insults, putting people down on the basis of sexuality or the sexuality of family members.</li> <li>• Online or cyber bullying e.g., posting offensive messages on websites or chat rooms, sending offensive text messages or emails or bullying the victims via their mobile phones.</li> <li>• Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Occasional loss of temper.</li> <li>• Hurting by accident.</li> <li>• Teasing or having a joke which is received in good spirit.</li> <li>• Falling in and out with friends.</li> <li>• Minor disagreements.</li> <li>• Not being friends with someone</li> <li>• Not inviting someone to your party.</li> <li>• A disagreement argument or fight between two people of equal strength or qualities.</li> <li>• Wanting to play or talk to other children</li> </ul>

## Recognising Bullying

Children and parents often use the word 'bullying' to describe difficulties with other children. Just because the word 'bullying' has been used, it does not necessarily mean that bullying is happening. However, we recognise that when bullying takes place some or all of the following features may be present.

- It is constant, frequent or repetitive.
- It is deliberate.
- It is often accompanied by a threat not to tell.
- It is not always obvious who the bully is or might be.
- It can be a group of people, sometimes led by one child
- It is often focused on individual differences (colour, size, ability, home circumstances).
- It can be emotional or psychological (for example whispering about someone, excluding them from a group, staring and laughing...)
- It is often subtle and not easily detected by adults who could respond.
- The bully is usually seen to be more powerful or empowered than the receiver (either by being stronger, bigger, older, and cleverer or by belonging to a majority group).

## Using TAG

Children are encouraged to deal with conflict using the TAG acronym. If somebody does something you are not happy with you:

**T**ell them how you feel.  
**A**sk them to stop doing it.  
**G**et an adult to help

## Taking action

All adults and children in our school are committed to both preventing and tackling bullying. Parents and children are encouraged to speak to any adult, class teacher or Head Teacher.

We will ensure that all incidents are dealt with fairly and consistently.

In all incidents of bullying we will:

- Gather as much information as possible straight away from the receiver and any possible witnesses to determine if the incident is bullying or not
- Report the incident to the class teacher(s) first, and then Head Teacher.
- Try to ensure that an investigation begins on the day of the reporting of the incident
- Record exactly what has happened and make careful notes on each stage of the investigation.
- Use a pro-forma for recording incidents to be located in a known accessible place, attached in the appendix.
- Make sure that all teaching and support staff know about the incident in order for them to be vigilant and responsive.
- Contact parents of the children involved in order to enlist their support.
- Explain the consequences of the incident(s) to all parties concerned.

## **Responding**

When we know a child in school has been bullied we will:

- Respond quickly and praise the reporter
- Listen to and reassure the receiver
- Demonstrate our support by taking the matter seriously.
- Negate what has been said or threatened
- Report the incident to the Head teacher.
- Consider training or activities for the class/school (e.g. 'Circle Time'. Drama, literature, assemblies)
- Report to the child's parents and ask them to monitor and report

## **Consequences**

Bullying is not tolerated at Bishop John Robinson School. Each case will be dealt with individually. We believe that children make choices about behaviour and that they can be helped to make better choices.

In line with our behaviour policy, where bullying is identified, the following consequences will be considered:

- Log incidents of bullying on child's electronic record (SIMS) and file
- Informing parents
- Red card
- Internal exclusion
- Exclusion from the playground
- School Report
- Supportive Behaviour Plan
- Pastoral Support Plan
- Fixed term exclusion from school

## **Monitoring**

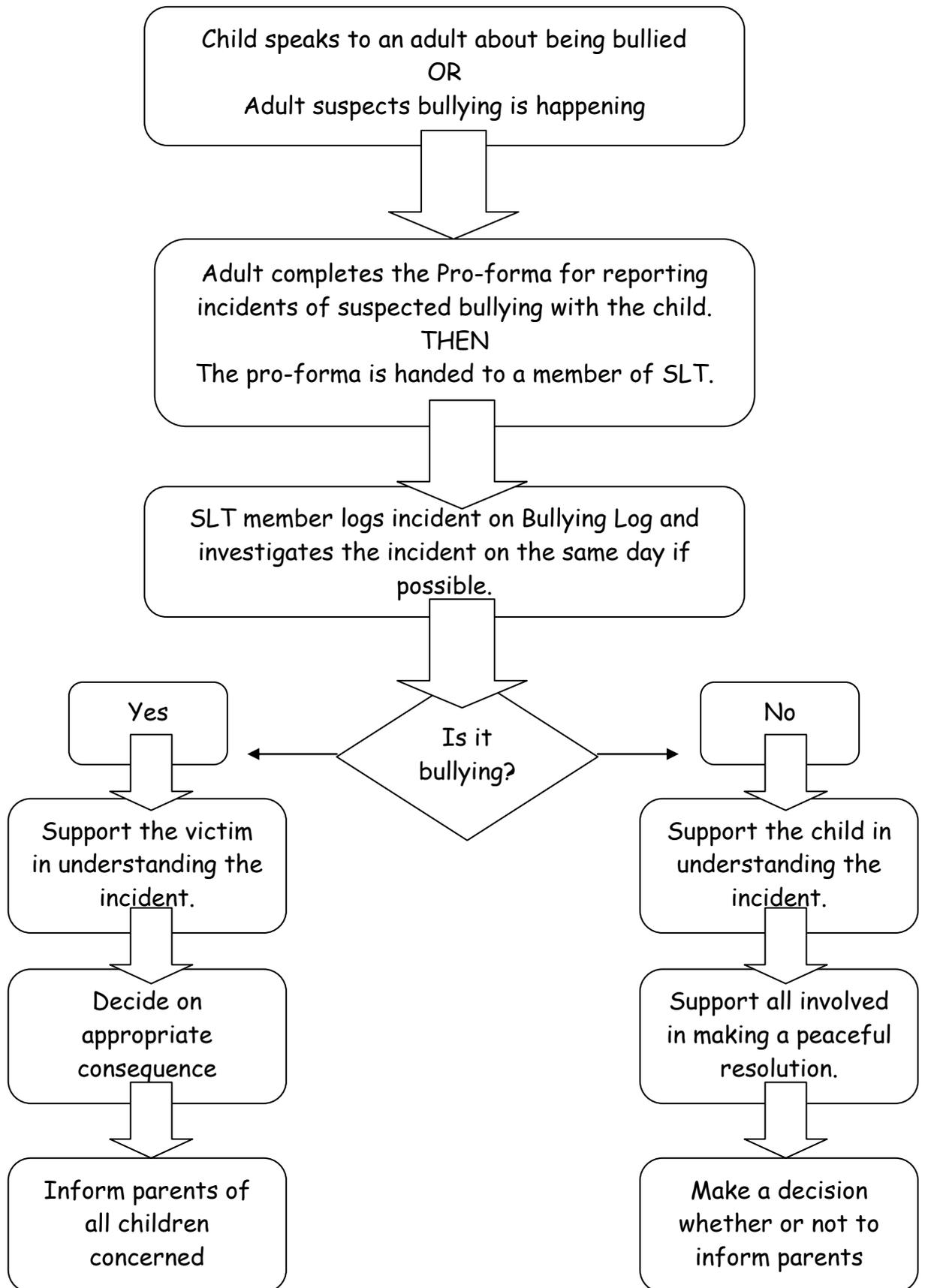
It is well recognised that bullying often happens in secret and is accompanied by threats not to tell. In order for us to be able to find out about bullying we will:

- Log all incidents of suspected bullying using the online Bullying Log AND in paper form
- Ensure that the Head Teacher or Deputy Head Teachers always responds to phone calls or letters from parents concerning bullying behaviour
- Ensure that all playground supervisors report concerns to teachers for investigation.
- Ensure that all teaching and support staff are vigilant about responding to bullying
- Ensure that all staff are kept informed about reported incidents and appropriate follow up procedures.
- Give the Governing Body and the local authority a regular report on the nature, scope and frequency of bullying incidents in our school in order to monitor and evaluate the effectiveness of this policy.

## **Appendix**

1. Pro-forma for reporting incidents or suspected bullying
2. Bullying incident flow chart
3. Webpage advice for children and parents

# Bullying incident flow chart





## Pro-forma for reporting incidents of suspected bullying

Name of child suspected of being bullied		Class	
Name of person reporting the bullying		Date	
Name of child(en) suspected of bullying			
What happened? When? Where? What?			
Any witnesses?			
Investigated by:			
Is it bullying?	Yes	No	
Outcomes:			
<input type="checkbox"/> Parents notified			
<input type="checkbox"/> Class teacher notified			
<input type="checkbox"/> Consequence			
<input type="checkbox"/> Other/notes			

## Web page

### Advice to children

What to do if you think you or someone else is being bullied?

#### TELL AN ADULT

- You will be listened to, the adult will help decide if it really is bullying will try to do something about it. We might need to tell someone else but we will tell you what we are going to do first.
- Use TAG:
  - Tell the person you don't like what they are going
  - Ask them to stop the behaviour
  - Get an adult to help
- Walk away if you can - do not run - do not argue.
- Keep with others - do not become isolated.
- Stay near adults.
- Keep away from "danger" areas.
- All adults in school are here to listen. We are here to help.

### Advice to parents

To read our school policy document click the link below:

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be involved in bullying, should contact their child's class teacher or the Head Teacher immediately.

Parents have a responsibility to support our schools' anti-bullying policy and to actively encourage their child to be a positive member of our school.

- Make time to be with your children and to listen to them.
- Do not ignore your children if they say they are worried about school.
- Do not try to take matters in to your own hands. Let school deal with problems in school
- Encourage your children to tell you what has been happening at school. (You may wish to report incidents to enable staff to investigate).
- Be vigilant for signs of distress shown by your children.
- Be a good listener - listen calmly but with interest, establish the full facts before giving advice, or reporting the incident.
- Bullying is never acceptable. Do not tell your child to "Just put up with it". Action needs to be taken to stop the bully

### What we will do:

We are committed to working with all parents to ensure that every one of our pupils is safe and happy in school.

We will support you and take the following action:

- Meet with you as soon as possible to discuss the problem.
- Fully investigate the issues.
- Take appropriate action.
- Keep you informed.