



**ST JAMES HATCHAM**  
CHURCH OF ENGLAND PRIMARY SCHOOL

## **ANTI-BULLYING POLICY**

It must be noted that some of this policy has been written using child-friendly language/terminology that the children use and understand. Some of the wording has been suggested by the children themselves.

### **Mission Statement**

At St James Hatcham Church of England Primary school we are committed to creating a happy, caring and enriching learning environment, underpinned by Christian values. We celebrate children's achievement and encourage them to fulfil their potential. We respect their differences, encourage kindness, consideration, respect, foster self esteem and provide a sound foundation for their future life.

### **Introduction**

**"Bullying is a rude thing to do because you hurt people, you hurt their feelings". (Team 3)**

**"I think bullying is not good because it can really affect other people's lives". (Team 5)**

- At St James Hatcham we are committed to providing a caring, friendly and safe environment for all members of staff\* and all pupils so that they can feel relaxed and secure in the school. We realise that bullying can damage a child's sense of security and cause huge worries.
- **Bullying of any kind is unacceptable and will not be tolerated at our school.**

- The bullying charter will be signed yearly by the Headteacher, Chair of Governors and A member of the School Council. The charter will be displayed around the school.
- If bullying does occur, children should be able to tell and know that incidents will be dealt with immediately and effectively. We are a **TELLING** school - anyone who knows that bullying is happening is expected to tell the staff or someone they trust. **Stopping bullying is the responsibility of the whole school community.**

**The partnership between parents and the school should allow us to deal with bullying. Children should never be encouraged to take matters into their own hands.**

\* Incidents of staff bullying will be investigated through the Staff Complaints Procedures Guidelines.

### **What is bullying?**

Bullying is the intention of hurting another person over a period of time, resulting in pain and distress for the victim. **It is not a one off incident.**

Bullying can include:

**Physical:** pushing, kicking, hitting, pinching or any use of violence, unwanted physical contact, taking belongings, "Happy Slapping"

**Verbal:** name-calling, sarcasm, spreading rumours, teasing, insulting, racial taunts

**Emotional:** excluding, tormenting (i.e. hiding books, taking belongings), threatening gestures, being unfriendly, manipulating others)

**Written:** texting, emailing, written notes, messages though social media (Instagram, Facebook, Twitter, Fronter, BBM, WhatsApp)

## Procedures and Consequences

The child should tell an adult in the school and the matter will be dealt with that day. The incident may need to be followed up in the next few days.

1. The victim should tell an adult in the school. The adult will speak to the children involved. If happy that the incident reported is a one off incident then the matter will be dealt with accordingly following the behaviour procedures.
2. If the incident is a bullying one then the incident will be recorded by the member of staff in the Incident Book. The Headteacher will be informed and given all accounts.
3. The Headteacher will talk to the children involved record the statements and complete a bullying Incident Form.
4. The victim and bullies will be questioned separately.
5. Parents will be informed by the Headteacher
6. On some occasions, the Headteacher will meet with the parents
7. The bully will offer an apology and other appropriate consequences may take place e.g. missing playtimes or treats.
8. Attempts will be made to help the bully (bullies) change their behaviour e.g. helping the bully with playground games. A support programme will be set up.
9. Whenever possible, the pupils will be reconciled using the Restorative Justice procedures. (Appendix 1)
10. In serious cases and repeated bullying, the bully will be excluded.
11. If necessary and appropriate, police will be consulted.
12. All staff will be made aware of the incident via the Dates for Diary week sheet and be expected to monitor the situation

13. The class teacher will ask the victim each week how things are going.
14. The Headteacher will meet with the bully and victim to review things after a period of two weeks.
15. The victim will if necessary and in agreement with the parents, be offered counselling through the school's learning mentor or the LEA.

N.B If a child reports an incident and nothing is done, the child should report the incident again. The Headteacher should be informed by the child if there is still no further action.

### Prevention

We will use a number of methods for helping children to prevent bullying. As and when appropriate this may include:

- Each half term the Headteacher will lead an assembly on the theme of bullying. It will be highlighted that we are a "telling school" and that the bully is the one in the wrong and not the victim. Words like "snitch" will be discouraged.
- Each class will be provided with a copy of the anti - bullying policy
- Have a "Feelings Box" in each class for children to post their worries. The contents of the box will be checked each day. Incidents will be followed up.
- In Key Stage 1 a "Feelings Chart" is used. Children who peg their names up on the "sad" or "worried" label will be followed up
- A Worry Box will be put in each class for children to post their worries in if they choose
- We will highlight the problem of bullying by taking part in Anti Bullying Week each November.
- More awareness of bullying will be in place through anti - bullying posters throughout our school

- Playground buddies and peer mediators will be used to monitor the situation in the playground and report incidents of bullying to a member of staff
- PATHS Plus sessions will incorporate bullying and address the feelings which can arise from bullying
- Class PSHE sessions will include at least one session per term about bullying. This could include:
  1. Reading stories about bullying or having them read to a class or assembly
  2. Making up role play e.g. discussing feelings of the victims and perpetrator
  3. Having discussions about bullying and issues in the playground like people bossing each other around "cussing" each other

This policy was agreed in consultation with pupils and staff. The school would like to thank all classes for their contributions. In particular, we would like to thank:

Benaja Ntumba, Blessing Tampo, Cloe Ferguson, Darnell Beckford, Eva Oghenekaro, Joseph Koroma, Twaine Pottinger, Yasmin Zotti Dona

*Ms SE McFarlane (Headteacher), Ms Dowdye (Learning Mentor) and the pupils  
and staff of St James Hatcham CE School  
January 2015*

*The policy will be reviewed in January 2016*

The restorative justice approach does not rule out punishment. It simply looks at the problem from a different perspective. Its focus is on the harm that has been done, and how it can be repaired. There are several different methods that can be used but they all have some principles in common:

### **Principles**

Three key principles of Restorative Justice (RJ) are:

- Those who have done harm face up to those who they have harmed
- Those who have been harmed have a say in how the harm is repaired
- To enable those who have done harm to make amends and ultimately to be reintegrated into the school community