



Anti-Bullying Policy

DATE: September 2024

REVIEW: Autumn 2027

Learning to live life in all its fullness...

Anti-Bullying Policy

Vision Statement

Inspired by Jesus' promise of life in all its fullness, Roundhay St John's Church of England Primary School aims to provide education of the highest quality within a Christian context.

Christian values guide our decision making and permeate every area of school life.

This is an inclusive school that respects the beliefs of all. We aim to create opportunities to explore the meaning of Christian faith as a gift to be experienced and enjoyed.

Through this we aspire to enable every child to flourish and each person to feel valued.

Introduction

As a Church of England School, we base all that we do on our Christian vision. As such, we seek to develop relationships between adults and children which are underpinned by Christian values including kindness, responsibility, fairness, truth, courtesy, compassion, forgiveness and thankfulness. Good behaviour is central to Christian values. We have an expectation that both staff and pupils will promote positive relationships, good behaviour and attitudes.

The school will not accept bullying of any sort: it is unacceptable. We aim to help children to understand why such behaviour is wrong. We accept bullying is possible in all its forms including: adult to adult, adult to child, child to adult, child to child.

We recognise that bullying can take many different forms which include:

- **Emotional** - being unfriendly, excluding, tormenting, gestures
- **Physical** - pushing, kicking, hitting or any use of physical force
- **Verbal** – name calling, sarcasm, spreading rumours, teasing
- **Racist** – racial name calling, gestures and taunts
- **Homophobic / transphobic** – focusing on the issue of sexuality and gender
- **Sexual** – unwanted physical contact or sexually abusive comments
- **On line** – any variations of the above through the use of the internet or mobile phones (Cyber bullying)

Anyone can be a victim of bullying and can be motivated by many different things which include:

- **Appearance**
- **Age**
- **Physical or mental health conditions**
- **Gender** (sexist bullying)
- **Gender identity** (transphobic)
- **Race, religion, belief or culture**
- **Special needs or disability**
- **Sexual orientation** (homophobic / biphobic)
- **Home / family / personal circumstances**

Aims and objectives

Bullying is wrong and damages individuals. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where Christian values and conduct are valued by all.

Although incidents of bullying at this school are historically very low, this policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Our School Bullying Charter has been established by the children with the input of staff, parents and governors of the school. This sets out clearly our collective understanding of what bullying is and what happens should it occur.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher, with the support of all staff, sets the school climate of mutual support and praise for success, so making bullying less likely. We believe that when children feel they are important and belong to a welcoming and inclusive school, bullying is far less likely to be part of their behaviour.

The role of the school staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher or the Learning Mentor. A written record will be kept. Parents will always be made aware of a situation in which their child has been responsible for bullying behaviour or has been bullied.

Our Learning Mentor works with individuals, groups, teachers, families and outside agencies to provide support for children. She works with children who have been bullied as well as with children who have been bullying. As our charter makes clear, staff will help everyone involved in an incident of bullying to put things right.

The role of parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

All pupils are expected to agree and uphold the School Bullying Charter, for which they are responsible.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of this policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness. The safeguarding governor will monitor the school's bullying incidents, where incidents of bullying are recorded through discussion with the headteacher.

This policy should be read in conjunction with school policies on:

- Safeguarding and Child Protection
- Behaviour
- On Line Safety
- Curriculum policies including PSHCE and RSE
- Complaints Policy