

St James the Great RC (VA) Primary and Nursery School

Anti-Bullying Policy

Rationale

From St James the Great Mission Statement:

“... the school will provide a framework within which all pupils are enabled to develop the highest possible level of achievement, fulfilling their academic, moral, physical and spiritual potential.”

It is the responsibility of all members of the school community at St James the Great to promote good behaviour and discipline in line with the agreed discipline policy. It is recognised that the pupils' experience of relationships within school has a formative and significant influence on their understanding of interpersonal skills. It is therefore essential to create and uphold a culture where bullying is not tolerated and where incidents of bullying are taken seriously and rigorously investigated.

What is bullying?

A person is bullied when he or she is exposed regularly and over time to negative and intimidatory behaviour. It may be:

- Emotional: tormenting; humiliation
- Physical: pushing; kicking; taking belongings
- Psychological: intimidation; spreading rumours; exclusion from social groups or activities
- Verbal: name-calling; sarcasm; persistent teasing

Any child could be the victim of bullying.

What signs may indicate that a child is being bullied?

The following list is by no means exhaustive. A bullied child may display the following symptoms:

- Unsettled coming to school
- Sleeping/eating disturbances
- Display behaviour which is out of character
- Standard of work may deteriorate
- Display marks caused by physical aggression
- Have damaged or missing possessions
- Be alone on the playground
- Become easily distressed or be overly-emotional

Staff, parents and peers will be able to use their knowledge of the children to identify changes in their behaviour that may indicate that bullying is taking place.

Steps to be taken where bullying has been identified

1. The teacher convenes a meeting with the people involved and explains the problem
2. Both parties are interviewed separately to gain a clear understanding of exactly what has been happening
3. Obtain witness information
4. Parents are involved at the discretion of the class teacher
5. A resolution is sought which recognises the rights of the victim and the bully
6. The teacher meets with the children periodically to review the progress being made
7. It is the responsibility of parents to liaise with subsequent class teachers if they deem it necessary.

Conclusion

St James the Great is a “telling school” where anyone who sees bullying or has it done to them tells an adult.

Throughout this process, we recognise the need to solve the problem rather than punish the bully.