



Standards and Regulations

National Minimum Standards	
Keeping Children Safe in Education	
Mission Statement in Action	

At St John's we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chance and help them to maximize their potential.

We want pupils to feel safe at school and in the residential care group. We also want them to feel confident to seek support should they feel unsafe at any time.

Policy Statement

1. The School acknowledges that bullying is serious and unacceptable and will investigate every allegation or incident promptly;
2. The staff recognise that pupils are unable to engage productively in the learning process if they feel bullied or victimised;
3. The School's moral, spiritual and cultural ethos means that bullying is not commonplace because there is a strong belief in self-respect and respect for one another.

What is bullying?

Bullying is behaviour by an individual or group, often repeated over time with the intention of hurting another person physically or emotionally. It is different to other incidents because bullies target victims who find it hard to defend themselves and it often results in pain and distress over time. In the case of Cyberbullying it can also extend well beyond the school grounds.

Bullying can be:

- Cyberbullying – all areas of electronic communication such as email, social networks, image sharing apps, websites, threatening messages by text and use of any communication device for the purpose of upsetting others.
- Emotional – being unfriendly, excluding, tormenting (eg hiding phones, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of or focusing on the issue of sexuality

- Verbal – name calling, sarcasm, spreading rumours, teasing

The Policy

The Policy is divided into three sections:-

- i) Strategies to prevent bullying and promote positive behaviour**
- ii) Procedures for investigating allegations and sanctions**
- iii) Support for the victim and the bully**

i) Strategies to prevent bullying and promote positive behaviour

The curriculum At St John's promotes awareness and supports active understanding and enquiry into the nature and causes of bullying. For example, in English and Drama lessons opportunities are presented to examine questions of oppressive behaviour and equality. In ICT pupils have opportunities to reflect on appropriate use of technology and address the impact of cyberbullying and how this can be reported. In PSHE there are opportunities for further exploration of these themes including emotional wellbeing, relationships, diversity, discrimination and prejudice. In RE and Collective Worship sessions the Catholic ethos of the school pervades and pupils are encouraged to develop skills, attitudes and values that allow them to question behaviour that discriminates against others. We actively promote British Values alongside Catholic values – particularly with regard to mutual respect, tolerance and acceptance of those from different backgrounds, places, faiths and beliefs (see Promoting British Values policy).

All residential pupils have a key worker who is able to further explore these issues on an individual and more personal level.

The school takes part in anti-bullying week activities and throughout the year other initiatives are used which help promote a positive culture.

The School's encouragement of positive behaviour enables pupils to recognise bullying as anti-social and unacceptable. Moreover pupils understand that bullying will not be tolerated and know that this builds on our Code of Conduct which has at the centre the need to show respect to all.

ii) Procedures for investigating allegations and sanctions

- a) If an allegation of bullying is made it must be referred to the Deputy Head Teacher and/or Head of Care.
- b) The senior staff will investigate the matter. A range of approaches may be triggered at this point which may include face to face restorative work,

individual work with either victim or perpetrator or referral to other agencies such as the National Deaf CAMHS service.

- c) If it is evident that bullying has occurred, details will be recorded in the School's Bullying log including the intervention and outcomes.
- d) A reference will also be recorded on the electronic notice board for all staff to be aware of the issue and to help monitor the situation.
- e) If the bullying continues, further actions will follow as outlined in the school's Behaviour for Learning policy which may also involve liaison with parents/carers.

iii) Support for the victim and the bully

Whenever an incident of bullying is logged in the School's bullying book:

- a) All staff are alerted via the electronic pupil noticeboard and intervention will be considered as necessary through discussion with teaching, care staff and parents/carers.
- b) Teaching and care staff are asked to monitor the bully and victim closely.
- c) The victim has regular meetings with an appropriate adult in school. The aim of these meetings is to provide support and to monitor the situation for as long as necessary.
- d) The bully also meets with an appropriate adult to discuss the incident, reflect on the reasons for their behaviour. This meeting will also examine better ways to deal with their own feelings and emotions and help them understand that bullying is never acceptable.

Support for the victim and bully continue until we reach a positive outcome.

Date of last review	Date for next review	Reviewed by	Governing Body / SLT Approval
November 2019	November 2020	Mr. K Harrington Mr. D Phipps	November 2014