



Have faith...believe you can!

St John the Baptist School

Anti-bullying Policy

(Including a statement on child-on-child abuse)

Status & Review Cycle: Annual Review

Next Review Date: September 2023

The ultimate aim of the SJB Anti-Bullying Policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Governors, teaching and non-teaching staff, students and parents, should have an understanding of what bullying is and be familiar with the school policy on bullying. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated in our Christian community. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously and investigated thoroughly.

Bullying behaviours can be inside or outside school premises and can include:

- Emotional - being unfriendly, excluding, tormenting, undermining confidence (eg hiding books, threatening gestures), spreading malicious rumours, inflicting the 'silent' treatment).
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - sexual harassment in any form is bullying, eg unwanted physical contact, sexually abusive comments, de-clothing.
- Homophobic/Gender based - because of, or focussing on, the issue of sexual orientation and/or gender.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Cyber - all areas of internet, such as email & internet and social media.
- Mobile misuse by text messaging, picture messaging, video clip & calls.
- Misuse of associated technology, ie camera & video facilities.
- Prejudice - on grounds of different interests or economic status, ie students can be bully for being interested in things such as work, music, acting, drama, sport.
- Ganging-up - Where a group or 'in-crowd' decides that a certain person's 'face doe not fit' because of certain prejudices, as exempld above.
- Misuse of – To exploit seniority, such as pushing in front of younger students in the dinner queue.
- Bullying may involve complicity that falls short of direct participation by, for instance manipulating a third party to tease or torment someone.

Signs and Symptoms

A child may indicate, by signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school refusal)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts, or threatens, suicide or runs away
- cries themselves to sleep at night or has nightmares

- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

It is important to beware of excuses such as:

- *"It was only a joke/banter"*
- *"We were playing a game"*
- *"Everyone was doing it"*
- *"I was only borrowing it"*
- *"We were only mucking about"*
- *"It was an accident"*
- *"I found it"*

Prevention

A number of strategies are employed at SJB:

- Good supervision is one of the most efficient and economical preventative strategies – staff are on duty before school and at break and lunch time.
- All staff are encouraged to be vigilant for incidents of bullying.
- Anti-bullying messages are displayed around the school.
- Students are made aware of the anti-bullying policy and are actively encouraged to come forwards if they are concerned or worried about something.
- A confidential and anonymous email service is available to all students and parents.
- Network monitoring software is used to detect inappropriate use of the ICT facilities, including cyberbullying.
- A number of staff are available to the students for counselling advice.

Expectations of students

We expect that all students by their actions and attitudes will make it clear that:

- They will not tolerate bullying
 - They will not stand by and watch someone else being bullied
 - They will not retaliate, this will only make things worse
 - They will immediately inform a teacher or other adult of any bullying known to them
 - They will give support to victims of bullying whenever they can
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Procedures

Students

Students are encouraged to report bullying incidents to any adult (in school) that they feel comfortable talking to or by logging onto the [school website](#) where they can fill in a form online.

Students are encouraged to talk away from dangerous situations and seek help. The bully's greatest weapon is silence and fear.

Bullying will not be ignored or tolerated; students will find support from their teachers, form tutors and/or other adults in the school.

With regards to responding to reported cases of bullying:

- We guarantee that all reported cases of bullying will be investigated.
- Any student who bullies another student will have to explain his/her behaviour to their Head of Year or a member of the School Leadership Team.
- Appropriate sanctions will be put in place in line with our behaviour and exclusion policy.
- Parents will be informed where appropriate

All efforts are made to support all those involved and to reconcile any differences.

Parents

If you suspect that your child is being bullied, you should contact their Head of Year. You will be kept informed of the school's investigation.

Staff

- All cases or suspicions of bullying should be passed on to the Head of Year
- The Head of Year will investigate and may inform the relevant Head of Key Stage
- If a student is found to be bullying, parents may be invited into school to discuss the matter.
- The report will stay in the student's file.
- The student will have to apologise to the person that has been bullied.
- A range of sanctions will be imposed; this will be dependent on the nature and severity of the incident.

- A permanent exclusion will be considered for persistent bullying.
 - If appropriate, the Police will be consulted.
 - An attempt will be made to help the bully/bullies change their behaviour.
 - The year 7-11 curriculum includes bullying as a topic in the PSHE programme across all years.
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Statement: Child-on-child abuse

All children have a right to attend school and learn in a safe environment.

All members of staff recognise that children are capable of abusing other children. We believe that sexualised behaviour between peers that has become harmful or abusive is unacceptable and must be addressed.

Allegations of child-on-child abuse will be dealt with under our child protection and safeguarding policy and in line with KCSiE (2022), including seeking advice and support from other agencies, as appropriate. We are clear that sexual violence and sexual harassment is not acceptable, will never be tolerated, passed off as 'banter' or 'just having a laugh' and is not an inevitable part of growing up.

We recognise that child-on-child abuse can take many forms, including but not limited to:

- bullying, including cyberbullying
- physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- sexual violence and sexual harassment
- 'up skirting' which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm
- Nude or semi-nude image sharing (also known as 'sexting' or 'youth produced/involved sexual imagery')
- Initiation/hazing type violence and rituals.

These will not be tolerated. We would strongly encourage all students to report incidents so that they can be dealt with promptly.

To minimise the risk of child-on-child abuse we will:

- implement a robust behaviour and anti-bullying policy
- provide an age appropriate RSE and PHSE curriculum which includes what healthy and respectful relationships, respectful behaviour looks like, consent, gender roles, stereotyping and equality, that sexual violence and sexual harassment are always wrong.
- provide a range of reporting processes including face-to-face and online reporting.

Whilst we encourage children to report concerns and complaints directly to us, we recognise this may not always be possible. Children, young people, and adults who have experienced abuse at school can contact the NSPCC 'Report Abuse in Education' helpline on [0800 136 663](tel:0800136663) or via email help@nspcc.org.uk.