



St James School

## Anti-Bullying Statement of Intent

**Aims:** The aim of this document is to ensure that all students are able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. St James School operates a zero tolerance approach to bullying. We have very clear whole school approaches to ensuring that language used by everyone is fair and respectful, embracing diversity and championing equality.

### What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are: physical (hitting, kicking, theft), verbal (name calling, racist remarks), indirect (spreading rumours, excluding someone from social groups) and cyber bullying (when one person or a group of people try to threaten, tease or embarrass someone else by using a mobile phone or the internet).

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

We actively encourage all of our students and their friends to report bullying in schools to any member of staff who they feel they can talk to. Equally, we encourage parents to voice concerns with their child's tutor or Head of Year as soon as possible.

### School management of bullying:

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and students. School teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it.

Every bullying incident is different and because of this, the school uses a range of strategies in dealing with bullying issues. Students who have been bullied will be supported throughout and will be given opportunities to voice how they would like incidents to be resolved. This may involve restorative work and various other strategies to allow the victim to be heard, reassured and pleased with the outcomes.

All incidents will be thoroughly investigated in a fair and impartial manner, with appropriate follow up actions put in place, including communication with key staff and parents/carers. A range of sanctions will be used as appropriate and in consultation with all parties concerned. These could include detentions, internal exclusion and in very serious cases fixed term exclusions. Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.