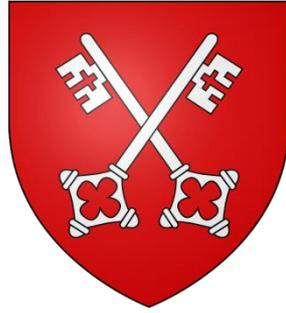


# St Peter's School



*"Together we hold the keys to success for eradicating bullying"*

## Counter Bullying Policy



## **School Vision and Values**

In accordance with our school vision, St Peter's School is committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff and parents/carers. Our school values of Community, Respect, Wellbeing and Learning underpin this policy.

### **Community**

St. Peter's School will be a supportive, caring community with high expectations for our behaviour, our environment and our outcomes. We will engage with the wider community to make a positive difference to lives and provide the best possible learning opportunities for all our pupils.

### **Respect:**

Everyone in our community will be polite, respectful and honest, and we will take responsibility for our actions. We will respect and celebrate differences and everyone will have a voice so that everyone feels safe, included and valued.

### **Wellbeing:**

We will build positive relationships, care for each other and promote physical and emotional wellbeing. We will value family life and encourage healthy habits and positive attitudes, so that everyone in our community can flourish and become the best version of themselves.

### **Learning:**

We will have high expectations and aspirations for everyone in our community; support each other to take risks; and recognise that mistakes are valuable learning opportunities. We will have fun learning, ensuring that activities are appropriately engaging, challenging and meaningful so that everyone can achieve their best possible outcomes.

## **Aims and Objectives**

We believe that everyone has the right to be respected and protected from bullying or abusive behaviour. This policy aims to ensure that all those connected with the school are protected from bullying behaviour. The ongoing and long-term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences in the pupils, staff, parents and carers who make up the school community, and to help pupils find and put into practice a series of solutions to the problem of bullying.

The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur.

Where bullying exists the victims must feel confident to activate the counter-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build and reinforce a counter-bullying ethos in the school.

This document outlines how we make this possible at St Peter's School.

### **Definitions of Bullying:**

Bullying generally takes the form of emotionally or physically harmful behaviour. It can include:

- Name calling
- Taunting
- Threats
- Mocking
- Making offensive comments, humiliating someone
- Kicking, hitting, pushing
- Taking, damaging belongings
- Spreading rumours or constantly putting a person down
- Excluding someone from a group
- Using insulting racist language
- Unwanted physical contact
- Bullying by text, by email, on the internet or contributing to 'hate' websites.

Bullying is the abuse of power by one person over another. All the types of behaviour listed above are unacceptable and will not be tolerated at this school.

### **What is the impact?**

Bullying has a destructive effect on the lives of an individual, not only the person being bullied, but also to the bully and those who stand by. It can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety or self-harm.

### **Our principles:**

- Bullying in any form, of any person, is wrong and will not be tolerated
- All people have intrinsic value and worth and we embrace their uniqueness and autonomy
- We respect difference and value diversity and believe our work should be inclusive of all
- We believe that staff, pupils and parents within the school community should treat each other with respect and courtesy and have the right to be free from harassment, bullying or any other form of unacceptable behaviour
- We believe in creating a safe environment and that dealing with bullying is everyone's responsibility
- We believe individuals should actively participate in decisions that affect them and should be supported in taking responsibility for their choices
- We work using a range of strategies and actively challenge the use of humiliation, fear and ridicule

### **Expectations**

#### **The school will:**

- Develop systems to integrate counter-bullying activity within the curriculum and daily function of the school.
- Work with pupils, parents, staff and the local community to counter bullying
- Model appropriate behaviour towards fellow members of the community
- Listen to and take seriously the concerns of individuals who report or share worries about bullying.

#### **Parents should:**

- Take any concerns about bullying expressed by their children seriously
- Report any bullying concerns to the class teacher as soon as they occur, who will immediately inform the Key Stage leader, Deputy Headteacher or Headteacher as appropriate.
- Work with the school by supporting the school policy, principles and interventions in order to help solve the bullying
- Model appropriate behaviour towards staff, other parents and pupils within the school community by behaving respectfully towards other parents, staff and pupils

#### **Pupils should:**

- Understand that bullying is not an acceptable part of 'growing up'
- Report incidents of bullying affecting themselves or others immediately.

### **What does the school do?**

Any report/allegation of bullying is taken seriously:

- We will listen to all concerns and record the information on the individual pupil's log
- We will log serious incidents on the school bullying log.
- We will support the person who is being bullied to help them feel safe and to find responses to bullying that work
- We will work with individuals who are bullying to help them to change their behaviour
- We will communicate with the parents of both parties
- We may involve professionals from outside agencies if appropriate
- Serious victimisation may result in pupil suspension from school

### When is behaviour not bullying?

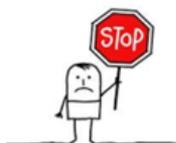
It is quite common for the term 'bullying' to be misused and it is important to distinguish between bullying and simply "falling out" with friends. Our staff will work with pupils to help them to identify bullying behaviours and to ensure that all pupils know the difference between bullying and "falling out".

The Department for Education defines the difference that make behaviours 'bullying', as opposed to 'having a laugh', venting frustration or a non-bullying incident of physical or verbal aggression as:

- **Repetition** of behaviour, with the purpose of **systematically** undermining a person **over a period of time**; and
- An **imbalance of power** between the person on the receiving end of the bullying and the person or persons doing the bullying i.e. one individual is in a weaker position and is less able to defend himself/herself.

We talk with the pupils about '**STOP**' in reference to bullying; this helps them to understand that bullying is when someone is unkind to someone **repeatedly** and **deliberately**, and gives them a strategy to try to stop it happening.

Several  
Times  
On  
Purpose



Start

Telling  
Other  
People



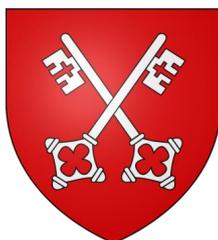
Bullying is usually something that happens **several times on purpose**. Please give this message to your child:

If people are being unkind **several times on purpose** tell them to **stop** and **start telling other people**.

### Standing up to bullying behaviour

St Peter's School is committed to stopping bullying behaviour and to do this we need everybody's help. If you have any concerns that another child who attends the school may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff, so that the behaviour can be addressed. Any concern is worth sharing and will be treated seriously.

**Remember, if you see something, say something!**



***"Together we hold the keys to success for eradicating bullying"***

This booklet should be read in conjunction with the Jersey Education Counter Bullying Policy, available on the Education website,

<https://www.gov.je/government/departments/educationsportculture/pages/policies.aspx>

**Appendix: This policy supports the following UNCRC Articles:**

- Article 3:** The best interests of the child must be top priority in all decisions and actions that affect children.
- Article 6:** I should be supported to live and grow.
- Article 12:** I have the right to be listened to, and taken seriously.
- Article 19:** I have the right to be protected from being hurt or badly treated.
- Article 25:** If I am not living with my family, people should keep checking I am safe and happy.
- Article 34:** Nobody should touch me in ways that make me feel uncomfortable, unsafe or sad.
- Article 36:** I have the right to be kept safe from things that could harm my development.
- Article 37:** I have the right not to be punished in a cruel or hurtful way.
- Article 39:** I have the right to help if I have been hurt, neglected or badly treated.

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