



St Mary's C of E (VA) Primary School

To be a caring, inclusive, Christian environment, nurturing a life-long love of learning where we can work together to learn, to grow, to serve. We are proud to support the whole community and by collaborating will enable all children and adults within it to live fully whilst 'shining brighter and brighter' Proverbs 4:18.

St Mary's is an inclusive school where we believe that all people are of equal value, irrespective of their ethnicity, culture, religion, gender, ability or sexual identity. We recognise and respect their differences.

Anti-Bullying Policy

This policy is GDPR compliant.

Date of issue: July 2021

Last reviewed/adopted: July 2021 (Academic Standards Committee)

Next review date: Summer 2022

Signed: _____

Date: _____

Introduction

As a school we take bullying and its impact seriously. Pupils and parents/carers should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school. The Christian ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

We recognise the right of every child to learn in a safe and secure environment and we acknowledge that where bullying occurs it can seriously disrupt an individual's educational progress, achievement and self-esteem. St Mary's aims to develop an environment in which all members of the school community are valued and are encouraged to treat everyone with respect.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Aims and objectives

All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and consistent measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur. As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Bullying will not be tolerated.

What is bullying?

The Department for Education guidance (Preventing and Tackling Bullying 2017) defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). Bullying can take many forms, for example:

- Physical – hitting, kicking, pinching, pushing, taking belongings
- Verbal – name-calling, insulting, racist remarks, rumour spreading, teasing
- Emotional – spreading nasty stories about someone, excluding someone from social groups inappropriate texts and emails, tormenting or threatening

The school works hard to ensure that all pupils know the difference between bullying and simply “falling out”. Single incidents of verbal or physical attack and behaviour that is hurtful, but not intentional, will also be taken seriously and dealt with according to the principles outlined in this policy and our Positive Behaviour Policy.

Action to prevent bullying

Prevention is better than cure so at St Mary’s we will be vigilant for signs of bullying and always take reports of incidents seriously. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Bullying is given a high profile in the school and we will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat behaviour of a bullying nature. At regular points throughout the year, pupils are taught about bullying and how to deal with it during; Collective Worship, Circle Time, PSHE (Personal Social and Health Education), lessons using the Jigsaw Scheme of Work and through pupil questionnaires. The school uses the National Anti-bullying week in November to reinforce the Anti-bullying policy.

Pupils are told that they must report any incident of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. There is provision for pupils to report incidents anonymously through classroom worry boxes or books.

Where appropriate, support (from within the school or from external agencies) will be put in place for the pupil who is being bullied. Careful monitoring will take place to ensure the support has made a difference. In some cases, outside agencies may be requested to support the school or child continually demonstrating unacceptable behaviour towards others.

The Christian ethos of St Mary’s means that all staff actively encourage children to have respect for each other and for other people’s property. Good and kind/polite behaviour is regularly and actively acknowledged and rewarded. Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children’s behaviour.

Tackling bullying and hurtful behaviour

School staff will act firmly against bullying wherever and whenever it occurs. All allegations of bullying will be investigated and taken seriously by staff members. A Bullying Concern Form (Appendix 1) will be completed, including a record of investigations and actions taken. Upon discovery of an incidence of bullying, we will discuss with the children the issues involved that are appropriate to their age and level of understanding.

All known/reported incidences of bullying will be investigated by the class teacher and or the Head Teacher. All incidents will be recorded in CPOMS.

The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child’s age and level of understanding). They may be sanctioned using the levelled systems with the school’s Behaviour Policy.

Possible strategies to deal with bullying

All reported incidents will be followed up promptly and effectively. All serious incidents will be recorded.

Victims should be supported and their self-esteem raised. Bullies need to be helped to solve problems in a non-confrontational or competitive way. Victims will be supported to develop their assertiveness, resilience and independence skills. The following strategies might be put into place;

- Talk to the bullied child – see if they are happy to have a meeting with the bully and observers/rest of class.
- Have a circle time in class – we have a problem, can we solve it?
- Discuss how unhappy the bullied child feels and ask the group “how can we stop X from feeling like this?”
- Provide the bullied child and perpetrator a named adult to share concerns and worries with on a regular basis.
- Discuss and monitor the situation a week later to see how things are going. Follow up the incident, including talking to both the child being bullied and the perpetrator to monitor and check if the situation is fully resolved- this may include talking to other children and carrying out playground observations.

The role of parents/carers

It is important that parents/carers report any persistent behaviour that undermines their child’s sense of wellbeing. All incidents, however small, will be taken seriously by school staff.

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child’s class teacher in the first instance. If they are not satisfied with the response, they should contact the Head Teacher.

Parents/carers have a responsibility to support the school’s Anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell an adult or friend if they are being bullied and if the bullying continues, they must keep on letting people know. Pupils are invited to tell us their views through the following mechanisms: caring hands (informing an identified adult they have worries or concerns), using communication boxes, PSHE, Jigsaw and circle time lessons, through pupil questionnaires and interviews.

The role of staff

Staff are responsible for understanding and applying this policy.

The role of governors

The Governing Board supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Board will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Board monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep

accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

Monitoring and review

All incidents of bullying are be recorded in CPOMS. The Head Teacher reports termly to the governors on incidents of bullying. The Governing Board reviews the school's Anti-bullying policy on a regular basis.

Child's name:	Year group:	Date:
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Person reporting the incident:	Role in school:
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Type of bullying (circle all that apply)	Physical	Verbal	Emotional	Racist	Homophobic	Cyber	Other please describe
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Nature of concern:
Include where, when, what happened, any other significant information

Any reasons why you think the bullying is taking place?

Agreed actions:

Follow up and contact with parents/carers:

Further follow up and monitoring:

I confirm that this incident has been recorded on CPOMS:
Signed: