



St. Mary's Church of England Anti-Bullying Policy

For God gave us a spirit not of fear but of power and love and self-control. Timothy 2 1:7

Statement of Intent

St Mary's Church of England Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this.

Anyone who knows that bullying is happening is expected to tell a member of staff. We will sympathetically support any child who is a victim of bullying. If we suspect any bullying has occurred, we will deal with the issue immediately, firstly by the member of staff informed, who will then discuss it with the headteacher. We will record any incident(s) clearly and inform any staff so that close monitoring of the victim and bully can begin. We will inform parents of both parties.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. In St Mary's Church of England Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying. In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying. These include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- threats by text message, email misuse, social media
- Cyberbullying is bullying that takes place over digital devices like mobile phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums
- Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that the prevention of bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. In our school we do this by:

- Involving the school community in developing our policy.
- Using assemblies and time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.

- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, social and emotional learning programmes, and junior partners.
- Secure the safety of the target of bullying, taking actions to stop the bullying from happening again

Intervention and Action

When bullying occurs or we suspect it may be happening we will:

- Think about any safeguarding concern and report concerns to the Designated Safeguarding Lead.
- Provide assurances to child that we are listening to concerns and that action will be taken.
- Consider who else is involved and what roles they have taken.
- Send a clear message that the bullying must stop.
- Work with both parties to find solutions, identifying the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.

Further work on prevention will include ongoing work to:

- Raise awareness of online bullying through regular e-safety lessons.
- Adopt a social model approach to bullying, valuing diversity and inclusion in our school.
- Focus work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant).
- Ensure playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.

Offer training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

We encourage our pupils to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. We encourage parents to report concerns and bullying to named individuals. This is normally the class teacher / tutor. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Junior partner

Responding to Bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. All staff are required to report bullying to the head teacher and then report onto the CPOMS system. This should be completed as soon as possible and given to the Designated Safeguarding Lead.

Procedures for parents:

If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns and monitors the situation carefully.

If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.

We will work with both the child and the parents to ensure that any bullying is stopped and to provide further support.

Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil. We will deal directly with all children involved and their parents directly. We will keep parents informed of any actions the school is taking.

We will ask parents of both the bully and the victim to support strategies to tackle the problem. The principles of restorative practice may be used where applicable.

This policy is an integral part of our Pupil Behaviour and Discipline Policy and Safeguarding Policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.

Head teacher: Richard Moss

Chair of Governors: Glynis Ashford

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