



## ST MARY'S CHURCH OF ENGLAND PRIMARY SCHOOL ANTI-BULLYING POLICY

*Do not speak evil against one another.  
James 3: 11*

### **Rationale**

Everyone at St Mary's Church of England Primary School has the right to feel welcome, secure and happy. The school seeks to provide a safe and secure environment for all, so that the whole school community is able to achieve its maximum potential. At St Mary's, staff are vigilant for signs of bullying and always take reports of incidents seriously. The school uses the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. It is everyone's responsibility to prevent bullying from happening.

### **Definition**

Bullying is behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities.

### **Aims**

1. To ensure all staff and pupils understand what bullying is.
3. To ensure teachers are aware of the potential existence of bullying.
4. To ensure teachers are able to identify potential victims.
5. To provide advice for pupils on what to do should they experience bullying or have knowledge of bullying affecting others.
6. To ensure pupils have a voice regarding the problem, or perceived problem, of bullying at school through e.g. the School Council.

### **Guidelines**

1. The school will allocate professional development time to the awareness and prevention of bullying when appropriate.
2. School will guide our pupils about the differences between 'falling out' and bullying through PSHE, assemblies and other informal opportunities.
3. School will be aware that victims of bullying often fall into one or more of the following categories: are new to the school; are different in some way e.g. speak with an unusual accent; have a special educational need; or may be shy.
4. The school will be vigilant in observing relationships between pupils. We will encourage pupils to speak out on their own behalf and on behalf of others and will ensure that pupils see appropriate action has been taken.
5. School will support the victims of bullying by dealing with incidents of bullying quickly, sensitively and with regard for the victim's protection and welfare.
6. The school will consider the motivations behind incidents of bullying and support the perpetrator to eradicate these behaviours, along with ensuring appropriate sanctions are taken.

7. All reported incidents of bullying will be investigated and taken seriously by staff members. The Headteacher will be informed and a record of the reported incident kept in the Head's Office. See Appendix 1
8. Bullying includes cyber-bullying which school addresses through the e-safety aspects of our Computing curriculum.
9. When an incident of bullying has been identified, parents of both the bully and victim will be informed of the incident and be asked to support strategies to tackle the problem.
10. The principles of restorative practice will be used where applicable.
11. Where necessary, the school will call on outside resources such as the City of York Pupil Support Service.
12. This policy is seen as an integral part of our Pupil Behaviour and Discipline Policy, and Safeguarding Policy.

Headteacher: Mr Steve Jones

Chair of Governors: Mr. Peter Cannings

Revised: 4<sup>th</sup> June 2019

Review date: June 2021

APPENDIX 1

**Investigation into allegation of bullying**

Child:

Person responsible for Attitude and Behaviour: Steve Jones (Headteacher)

Date:

**Definition of Bullying: DFE Preventing and tackling bullying, March 2014**

Bullying is behavior by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

**Brief description of allegation:**

**School recorded incidents between the two parties:**

**Class teacher**

**Other staff**

**Senior Teacher**

**Overall conclusion of investigation:**

**Action to be taken:**

**Date Parents informed:**

**Agreed review date:**

**Signed:**