



Anti-Bullying Policy

Policy owner/author	PSHE leader
Approved by	<u>Headteacher</u>
Statutory policy	<u>Yes</u>
Review cycle	
Date last reviewed	<u>09 December 2023</u>
Date of next review	<u>09 December 2024</u>
Related policies	Behaviour /Staff conduct

Version History Log

Date	Version	Comments/Summary of changes
<u>08/12/2022</u>		

Our Vision Statement

'Learning for Life'

Learning for life' with Jesus' promise of 'life in all its fullness' is at the heart of St Mary's.

At our school, children are seen as unique and will feel loved, safe and empowered to flourish so they reach their full potential both academically and personally.

Objectives of this policy

The purpose of this policy statement is:

- to prevent bullying from happening at St. Mary's CofE
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of St. Mary's CofE, including senior leaders, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation

What is bullying?

"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." (Anti-Bullying Alliance)



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Bullying includes a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

Bullying behaviour can be:

Physical	– pushing, poking, kicking, hitting, biting, pinching etc.
Verbal	– name calling, sarcasm, spreading rumours, threats, teasing, belittling.
Emotional	– isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
Sexual	– unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
Online /cyber	– posting on social media, sharing photos, sending nasty text messages, social exclusion
Indirect	- Can include the exploitation of individuals.

We believe that:

- children should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender expression, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Preventing Bullying

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone is expected to behave, in face-to-face contact and online, and within and outside of school
- holding discussions with staff, children and families about bullying and how to prevent it
- providing support and training for all staff on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

We will use various methods for helping children to prevent bullying. This will include:

- Explore issues through the PSHE curriculum, assemblies, daily PSHE (including, Online Safety, The Story Project and Circle Time)
- Raising awareness during Anti-bullying week and provide information through notice boards, posters and Child line.
- Using a restorative justice approach
- Support the bully and the victim in modifying behaviour
- Pupil Voice/ Parent Voice
- Lunchtime Nurture Club
- ELSA/ HSLW/ Play Therapy/ Counselling
- Peer Mediators
- Involvement in Healthy Schools

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:



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- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people

Procedures

1. Children should report bullying incidents to available staff or someone who they can trust including peer mediators.
2. In cases of bullying, the incidents will be recorded by staff on CPOMS and investigated initially by the class teacher, followed by the following individuals if an incident is not resolved; member of the SLT, deputy Headteacher and ultimately the Headteacher. Any incident will be logged and passed immediately to the Key Stage Lead who will ensure this matter has been resolved.
3. Parents must report any bullying incidences by emailing their child's class teacher in the first instance.
4. In cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying will be investigated and the bullying addressed.
6. Appropriate feedback will be given in a timely manner to the parents involved.
7. The school accepts that any child could display bullying behaviour and as a school we have a moral imperative to help those doing so to change their behaviour.
8. If necessary and appropriate, external agencies will be consulted to provide support.

Responding to bullying:

We will make sure our response to incidents of bullying considers;

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders

Outcomes

- The school will investigate the incident.
- The child displaying bullying behaviour will be asked to genuinely apologise. Other consequences such as may be required linked to our Behaviour Policy.
- The school will aim to sort out differences and encourage the pupils to reconcile.
- If bullying persists, parents will be informed in writing and internal or exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place and it will be considered that the incident/incidents are closed.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Nominated anti-bullying lead Names: Frances O'Brien and Daniella Sher
Senior lead for safeguarding and child protection Name: Jacquie Chambers

We are committed to reviewing our policy and practice at least once a year.

