



'Dream, Believe, Achieve!'

'With God, all things are possible.' Matthew 19:26

Deuteronomy 13v6

'Be strong and courageous. Do not fear or be in dread of them, for it is the Lord your God who goes with you. He will not leave you or forsake you.'

ANTI-BULLYING POLICY

Policy Date:	February 2025
Policy Review:	February 2026
Signature of Headteacher:	
Ratified by Governors-Date:	February 2025
Signature of Chair:	

St. Mary's Church of England Primary School

Anti-Bullying Policy

School statement on Bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Introduction

At St. Mary's Church of England Primary School, we are committed to providing a safe, caring and friendly environment where every child matters and is able to learn in a relaxed and secure atmosphere. All members of the school community have the right to feel safe and free from bullying. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils and staff should be able to tell and know that incidents are dealt with promptly and effectively. We are a **telling** school. This means that **anyone** who knows that bullying is happening is expected to tell staff or the Headteacher.

Our policy is underpinned by our Christian Values and our three school rules

1. We have the right to feel safe.
2. We have the right to learn.
3. We have the right to be treated with respect.

We want all of our children to be able to reflect on their actions and behaviour and be determined to try hard to put the Christian Values into action.

This policy outlines what this school will do to prevent and tackle bullying.

Our School Community will:

- Discuss, monitor and review our anti-bullying policy regularly through discussion with parents, carers, pupils, Governors, staff.
- Support staff to promote positive relationships and identify and tackle bullying effectively.
- Ensure that pupils are aware that bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn and that pupils abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with the complaints.
- Parents/carers will work with the school to support the anti-bullying policy.
- Seek to learn from good practice elsewhere and utilise support from the Local Authority and other relevant organisations where appropriate.

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. Bullying can be physical, verbal or psychological. It can happen face-to-face or online." (Anti-Bullying Alliance)

Types of Bullying:

Physical-hitting, kicking, stealing or hiding belongings, sexual assault.

Verbal-name calling, insults, offensive or sexual remarks, threatening language.

Relational/Psychological-social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a pornographic nature.

Indirect-Defacing property, displaying literature or materials of a pornographic nature.

Cyberbullying can include offensive or abusive text or Internet messages.

Bullying behaviour can be based on prejudice or negative attitudes and any member of our community can be a target of bullying behaviours, including staff. Some forms of bullying are aimed at specific groups or based on factors, which put individuals at a greater risk of being bullied. These groups include but are not solely restricted to the protected characteristics under the Equality Act 2010 of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Bullying, in any form, will not be tolerated at our school. This includes any member of the school community (staff, students, parents or governors). As a “listening and telling” school we are committed to the creation of positive and safe learning environments for all. This policy is the outcome of consultation between all members of the school community (pupils, staff teaching and support, Governors and parents).

Bullying can happen to anyone at any-time.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (**STOP**). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classified as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Preventing, identifying and responding to bullying

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he/she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to come to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering • attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do less well in school work • comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises • becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings • stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

Our proactive strategies include:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- Annually the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Every opportunity to promote whole school initiatives such as anti-bullying week, theatre productions and external speakers will be taken.
- Ensuring children understand what bullying actually is and the difference between someone just doing something thoughtless or silly, or a minor fall out with their friend and genuine bullying.

- We use the **STOP** definition. This is visible around school. All children are taught what is bullying, what they should do and have people who they can tell.
- We teach children that bullying is: Several Times On Purpose and the way to stop it is to Start Telling Other People

Preventing bullying is key to our policy. We will:

- Actively provide systematic opportunities to develop children's social and emotional skills, including resilience.
- Consider all opportunities for addressing bullying - through the curriculum, through displays, through peer support and the school council.
- Train all staff to identify bullying and follow school policy and procedures.
- Actively create "safe spaces" for vulnerable children and young people.

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

Involvement of pupils

We will:

- Regularly ask children their views on the extent and nature of bullying in our school.
- Ensure children know how to express worries and anxieties about bullying.
- Involve children in anti-bullying campaigns in school. Publicise details of helplines and websites.
- Offer support to children who have been bullied and their families.
- Ensure children know about the sanctions which may be applied for those engaged in bullying.

Children will be asked for their views on bullying in our school through discussion during class time, assembly time, in PSHE lessons and through the use of the Anti-Bullying Alliance Questionnaire

<http://www.anti-bullyingalliance.org.uk/resources/school-assessment-tools/>

Liaison with Parents and Carers

- Parents and carers should contact the class teacher in the first instance if they are worried about bullying
- Should the issue not be resolved, parents should contact their child's class teacher or Phase Leader any further issues should be referred to the Head teacher, Deputy or SENCo.
- Emails can be sent to the school office and will be forwarded to the relevant staff. The address is admin@stmarys.leics.sch.uk.
- Parents can access independent advice about bullying from the Anti-Bullying Alliance website
- We will work with parents and the local community to address issues beyond the school gates that give rise to bullying

Strategies for dealing with bullying

In dealing with bullying, staff at St. Mary's Church of England Primary School follow these fundamental guidelines.

- All staff are to be vigilant for signs of bullying.
- All staff must never ignore suspected bullying.
- If pupils are being bullied, or know someone who is, they are encouraged to tell a member of staff straightaway. This includes class teachers, teaching assistants, lunchtime supervisors and members of SLT. Every class also has a 'Worry Box' so that they can write down their concerns on a named piece of paper.
- Lunchtime supervisors have been given training in playground and behaviour management as well as positive lunchtime strategies.
- Playground Leaders will be selected from Year 5/6 and given training in engaging the younger children in positive playground activities.
- If a parent suspects that a child is being bullied, they are encouraged to inform the class teacher as soon as possible.
- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.

- A clear account of the concern will be recorded on CPOMs; if there are further concerns this will be brought to the attention of the headteacher/ deputy or SENCO.
- The headteacher/ deputy or SENCO will interview everyone involved and keep a record. They will decide if it is an actual case of bullying i.e. *“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual either physically or emotionally. (STOP)*
- The headteacher, deputy or SENCO will keep accurate records of persistent bullying; parents on both sides will be informed when bullying has been identified.
- All teachers and support staff who work with the children involved and parents or relevant adults, will be kept informed.
- When dealing with bullying incidents, involvement of parents at an early stage is essential. Some types of bullying may lead to the involvement of the police. School will keep accurate records of incidents and how the school has responded, to assist with proceedings and to protect the school should the family or pupil decide to take legal action against the school.
- **Bullying which occurs outside school premises.** School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.
- Punitive measures will be used as appropriate, in consultation with all parties involved and will be in accordance with the sanctions outlined in the behaviour policy.

Outcomes may be:

- The child/children displaying bullying behaviour will have the consequences of their actions explained and they will be asked to genuinely apologise. Other consequences may take place, such a removal of playtimes, etc.
- Parent/s may be called in.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Governors informed within HT report.
- Outside support agencies may be involved.

Peer on Peer Abuse

As per our Safeguarding Policy, this school recognises that children sometimes display abusive behaviour themselves and that such incidents or allegations must be referred on for appropriate support and intervention. Such abuse will not be tolerated or passed off as “banter” or “part of growing up”. This abuse could for example include sexual assaults, initiation/hazing type violence, all forms of bullying, aggravated sexting and physical violence experienced by both boys and girls. The school and its staff will take all possible actions to ensure peer on peer abuse cannot go unnoticed through discussion at age-appropriate level, education activities such as ‘Warning Zone’, opportunities for disclosure etc. Where specific risks are identified, a risk assessment will be undertaken in order to ensure the safety of all staff and pupils. Measures appropriate to the uniqueness of each situation would be put in place to minimise the threat to those concerned.

Links with other school policies and procedures

This policy links with a number of other school policies, practices and action plans including:

- Positive Behaviour Policy

- Confidentiality Policy
- PSHE Curriculum – Cambridgeshire Scheme and the SEAL programme
- RE programme
- Safeguarding Policy
- Online Safety Policy
- Equality Policy/Action Plan

Monitoring & review, policy into practice

We will review this policy at least once every two years with the whole school community (parent, carers, pupils, Governors, staff) in addition to any review as a response to incidents that suggest a need. The school uses the guidance by the DFE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands that steps will be taken to both prevent and respond to bullying. Parents, staff and children who suspect bullying should discuss the matter with the Headteacher. It will be treated as serious misbehaviour and appropriate action will be taken.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community
- Pupils to abide by the policy.