

**ST. MARY'S
CHURCH OF ENGLAND**



PRIMARY SCHOOL

St Mary's Church of England Primary School

Anti-Bullying Policy

Issued: October 2023

To next be reviewed: October 2024

St Mary's School Vision

We aspire to be a kind and creative learning community where we support and challenge each other to be the best we can be.

We aim for all our children to

- have a sensitive, considerate and respectful attitude towards others
- understand and appreciate Christian values
- be proud of their school and their achievements
- be able to work co-operatively, collaboratively and independently
- be enthusiastic learners and confident in applying their skills
- develop an enquiry based approach, to become lifelong learners
- have essential skills in literacy, numeracy and information technology
- achieve the highest standards of which they are capable
- extend themselves in mind, body and spirit

To achieve these aims for our children we will

- give clear, challenging but achievable objectives that are shared with the child
- complete careful planning which includes continuity, progression and differentiation, using assessment to target learning needs
- provide a stimulating, organised, learning environment with appropriate resources
- give clear instructions; provide achievable tasks, with perceptive teaching and supportive guidance
- ensure all areas of the curriculum are covered for all pupils and provide a variety of activities to challenge and extend learning
- plan opportunities for children to ask questions, teach strategies and provide resources for them to find answers
- use a range of teaching approaches and plan for different learning styles
- involve parents and carers in school life
- promote the development and use of the children's self-evaluation skills
- give praise and recognition for effort, achievement or talent
- give clear guidelines on acceptable and unacceptable behaviour through the behaviour policy and encourage children to take responsibility for their actions
- encourage children to take an active and responsible part in decision-making
- set a good example in the way we behave towards others and give children opportunities to explore Christian values and develop their spirituality
- work together collaboratively as a community and strive for continuous improvement in all we do

St Mary's School Christian Values

Our School's Christian Values are demonstrated in all that we do and say

*** Compassion * Community * Courage * Curiosity ***

RATIONALE

At St Mary's CofE VA Primary School we are committed to providing a secure, caring and happy environment where children can learn and play safely and be free from bullying behaviours. Bullying of any kind will not be tolerated in our school. It is contrary to the Christian ethos of our school and the expectations of all members of the school community.

At St Mary's we acknowledge that bullying may occasionally take place. This policy outlines the guidelines and procedures that are put into place to assist all staff in preventing and dealing with any behaviour deemed to be bullying.

AIMS

Through this policy we aim to:

- Promote a positive, caring, Christian ethos of kindness and consideration among all children and adults in our school environment, free from the fear of bullying
- Provide guidance to deal with any incidents of bullying swiftly and consistently
- Help individuals understand the impact of bullying through PHSE, Jigsaw and anti-bullying lessons
- Provide all children with strategies and skills to seek help and feel secure in reporting any incidences of bullying.

What is bullying?

At St Mary's, we consider bullying to be unacceptable behaviour which occurs **Several Times On Purpose** and we use this to help children recognise a behaviour that might be bullying.

- Bullying is a deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or group towards other people. This includes unkind text or internet messages.
- Bullying is repeated over time.
- Bullying is unkind and may result in worry, fear, pain and distress to the victim(s).

Bullying is not the odd occasion of falling out with friends, name calling or arguments. Children sometimes fall out or say things because they are upset; this is not classed as bullying. It is an important part of children's development to learn how to deal with friendship issues and develop the skills to repair relationships. It is bullying if the behaviour is repeated over time and is intentional.

Bullying can be:

- **Emotional** – being unfriendly, excluding, humiliation, tormenting or ridicule;
- **Verbal** – name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone;
- **Physical** – pushing, kicking, hitting, pinching, biting or any form of physical violence;
- **Cyber** – setting up or commenting on 'hate' websites, sending offensive messages through text or email, abusing the target through their mobile phone, internet gaming, websites or chat rooms;
- **Racial/Religious** – Where one's skin or faith is used as a means of ridicule or persecution;
- **Sexual** – unwanted physical contact or sexually abusive or sexist comments;
- **Homophobic** – because of or focussing on the issue of sexuality;
- ☐ **Any other** unfavourable or negative comments, actions or gestures relating to a person's disability, special needs or family circumstance.

Identity-based bullying:

Identity-based bullying relates to an incident of bullying which is perceived to be discriminatory or prejudiced. This includes all the aforementioned types of bullying. Any reports of identity-based bullying will be dealt with following North Somerset guidance and, where parents are notified, reported to the LSP using the identity-based bullying incident form.

Wider community:

Children will be made aware that not only is bullying unacceptable within the school, but also in the wider community and bullying incidences that occur off the school premises will be followed up in school.

How to recognise signs and symptoms of bullying:

Children and parents are supported in an environment and ethos which encourages children to share worries and concerns in a safe atmosphere. It is useful for all adults to be aware of the following possible signs and investigate further:

- If a child is frightened of walking to or from school or of going onto the school playground;
- Becomes withdrawn, anxious or lacking in confidence;
- Starts stammering;
- Feels ill often;
- Begins to underperform at school;
- Has damaged or missing clothes or belongings;
- Has unexplained cuts or bruises;
- Starts to bully other children or becomes aggressive;
- Is frightened to say what is wrong.

Although any of these signs could indicate other problems, bullying should be considered and investigated.

Children with Special Educational Needs:

All adults at St Mary's are aware of the need for extra vigilance with children with Special Educational Needs who may be manipulated to do things that they would not normally do or provoked into angry outbursts. This constitutes bullying and should be dealt with according to the same procedures.

Procedures for responding to incidents of bullying:

The following steps will be taken:

- Respond calmly and consistently to all allegations. Let the child know that they have done the right thing by telling you.
- Listen to the problem and get as much information as you can, such as where and when the incidences may have taken place and by whom. If appropriate, take notes.
- Offer advice to the victim about keeping safe and avoiding further incidences until the problem can be resolved.
- Talk to all children involved separately. In the first instance, adopt a problem solving approach in order to resolve the situation satisfactorily for both parties. Ideally reconciliation should take place.
- Take appropriate action (apologies, sanctions) to end the bullying behaviour. Reinforce to the child who is bullying that their behaviour is unacceptable.
- Should bullying behaviour continue, further sanctions may need to be applied. This includes going to the Headteacher, Deputy Headteacher or senior staff, missing playtimes or losing privileges. An attempt will be made to help the child who is bullying to understand the consequences of, and change, their behaviour.
- Parents will be informed. They will be invited into school to discuss their child's behaviour and work with the school to stop the bullying.
- In the most severe cases, it may be appropriate to make a permanent exclusion [see Behaviour Policy].
- Perpetrators of bullying will be monitored to ensure that further bullying incidents will not take place.

- If bullying is suspected or reported, the incident will be recorded that day by the member of staff who has been approached
- This account of the incident will be recorded and given to the Headteacher/Deputy Headteacher who will investigate all concerned, will record the findings and report back to parents what has been found out and what actions the school intends to follow
- All actions will be monitored and there will be feedback to parents about their child but not other children

- Teachers and support staff will be kept informed
- Restorative justice will be used whenever possible, with a solution to move on and what to do next time.

Advice given to children:

What should you do if you are being bullied?

Everyone has a right to feel safe. If a member of the school community feels that they are being bullied it is important to remember that it is not their fault. There are procedures and strategies in place to help:

- Tell the person to stop if you can.
- Use eye contact and tell them to go away
- Move away from the bully; go to a group of friends.
- Ignore them.
- Walk Away.
- Always tell someone you can trust.

Our school has many trusted adults that you can tell, but we cannot do anything about it if we don't know. You may want to tell your parent(s), a friend, a brother or sister or other relative. If you feel scared about telling, ask a friend to come with you.

- If you feel that you can't tell an adult about it, write the information down and give it to an adult.
- If you feel that you have not been listened to, keep on speaking out until someone listens and helps you.
- When you tell an adult, give as much information as you can.
- Don't blame yourself or think that it is your fault.
- Don't do what they say
- Don't hide it

What should you do if you see someone being bullied?

- Try to help without putting yourself in danger. Ignoring someone being bullied is unfair to the victim and is not part of St Mary's supportive ethos.
- If it is safe to do so, tell the bully to stop. Say 'Stop. We don't like your behaviour.'
- Let the person who is being bullied know that you are going to help them.
- Tell a member of staff immediately. Ask an adult what you can do to help the victim.
- Tell an adult what you have seen. Don't stay silent or the bullying will keep happening.
- Befriend the person being bullied and ask them to join in your games.

What will happen if you are bullying someone?

- A teacher will tell you that what you are doing is bullying.
- A teacher will work with you to stop you doing it again and help you to say sorry.
- A teacher will tell your parents what has happened.
 - A teacher will keep checking up on your behaviour to make sure that you are behaving positively.

Pupils who have been bullied will be supported by:

- Being offered an opportunity to discuss the experience with a staff member
- Being given reassurance that it will be investigated
- Being offered ongoing support for as long as necessary by: staff being vigilant, asking about the pupil's welfare and regularly "checking" in with the pupil

Pupils who have been displaying bullying behaviour will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Informing parents or guardians to help support changing the attitude of the pupil
- Being offered ongoing support to help the child recognise and change their behaviours.

Prevention

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Sharing/discussing using the child-friendly leaflet
- Signing a class behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters.

Further information

This policy should be read alongside

Behaviour policy

SEND policy

Online Safety Policy

Safeguarding Policy

Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
Beat Bullying	www.beatbullying.org.uk
Childline	www.childline.org.uk
Kidscape	www.kidscape.org.uk
NSPCC	www.nspcc.org.uk