



St Mary's CE Primary School



Anti-Bullying Policy

2023-2024

'... there is something extraordinary and wondrous in everybody as unique creations of God. We value all our children as children of God and celebrate difference and diversity within a safe, encouraging Christian school environment in which all flourish.

Therefore, all will aspire with God's strength to reach for the stars.

"I can do all things through him who strengthens me."

Philippians 4:13

Everyone at St Mary's Primary School has the right to feel welcome, secure and happy. Bullying of any sort prevents this from happening and this policy contains guidelines to support this ethos. Where bullying exists, the victims must feel confident to kick start the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying and value-based ethos in the school.

1. For all governors, teaching and non-teaching staff, children and parents to have an understanding of what the different forms of bullying are and how to deal with them.
2. To eliminate discrimination in line with the principles of the Equality Act 2010 – Protected characteristics.
3. To prevent bullying in all forms wherever possible through the planned and effective teaching relating to the issues surrounding it.
4. To deal with incidents of bullying quickly and effectively so that they do not reoccur
5. To intervene where bullying is identified and put disciplinary measure in place to ensure it stops.
6. To meet the needs of all pupils, especially those who are vulnerable and put in place measure which support victims and those who may be carrying out bullying.
7. To ensure that parents/carers understand what to do if they feel their child is being bullied or bullying others.
8. To ensure all pupils understand what to do and what help to expect if they feel they are being bullied and how to report it.
9. To ensure that differences between people which can lead to bullying are regularly discussed in the curriculum (e.g. religion, ethnicity, disability, race, gender, family/home back ground or sexuality)
10. To use specific organisation and in school mentoring to support those affected by bullying.
11. To create a positive, open climate where all children are free to express themselves and an environment which reflects and celebrates the diversity and tolerance of modern Britain and promotes the British Values of diversity and tolerance.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend him or herself.

The school works hard to ensure that all pupils know the difference between bullying and everyday friendship issues but understands that regular or repeated friendship issues can be a sign of bullying. Bullying is defined as:

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 2023.

<https://youtu.be/XHPGU4EPLvc>

The Anti Bullying Alliance gives further details as to what behaviour is classed as bullying.

Types of Bullying

Bullying can be **DIRECT OR INDIRECT (sometimes referred to as PHYSICAL OR PSYCHOLOGICAL)**.

Examples include, but are not limited to, the following things;

<u>Type of bullying</u>	<u>Examples</u>
Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	all areas of internet ,such as email & internet chat room misuse, texting, instant messaging etc
'Friend' bullying	where the bully acts as a friend in order to exploit the victim – sometimes without their knowledge (those with SEN can be particularly susceptible to this form of bullying)

Possible indicators of bullying in school are:

- Children who are often ill and unwilling to take part in activities or have poor attendance/punctuality
- Problems with concentration
- Changes in behaviour or attitude
- Changes in confidence and self-esteem
- Changes in relationships with adults or children
- Signs of nervousness/anxiety

Actions to Tackle Bullying

Prevention is better than cure, so at St Mary's Primary School we will be vigilant for signs of bullying and always take reports of incidents seriously. As part of the school's PSHE, RSE and E Safety curriculum, assemblies and pastoral support we will reinforce the ethos of the school and help children to develop strategies to combat bullying – type behaviour.

St Mary's Primary School aims to provide children with a rich and diverse curriculum which demonstrates the diversity in society and the basic values of tolerance and understanding. We will endeavour to ensure children understand the strands of equality and diversity relevant to their age and understanding;

1. age
2. disability
3. marriage and civil partnership
4. race
5. religion and belief
6. sex (gender)
7. sexual orientation

We will ensure that the school environment represents these strands through display and learning materials.

Processes and strategies:

All children are regularly told that they must report any incidents of bullying to an adult within school, and if another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report it to a member of staff - these can include the class teacher, a member of the support staff, office staff, Pastoral lead, the Head Teacher or Senior Leaders.

SLT and our Pastoral lead are available during break times where children can come if they need to talk.

We ensure that there are a large number of staff on duty and that they are strategically positioned in all areas of the playground to avoid the possibility of blind spots or areas where bullying can occur unseen. Activities are changed daily so that children are focussed in play experiences at all times.

There are a large network of CCTV cameras around school which children are aware of and help to remind them that they are monitored for their safety.

Teachers can communicate with the Pastoral lead or phase leader highlight any concerns they may have.

There are clear systems to ensure that children are in class at the appropriate times and not able to move freely around the building unsupervised.

Reporting

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents by the class teacher, Senior Leaders and Pastoral support. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidents of bullying should be reported to the Senior Teachers or Head Teacher if they are not available. If bullying includes racist or homophobic abuse then it should be reported to the Senior Leaders or Head Teacher and will be recorded and investigated.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. At first, a problem solving approach may help. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the problem recurring. Parents will be informed and told what has been done. Their input and suggestions will also be welcomed as well as an agreement on how it will be monitored and what will happen if the problem re-occurs.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as through the PSHE curriculum. This can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Parental Involvement

The parents of both bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. Persistent bullies may be excluded from school. In any case the incident will be monitored.

Parents are reminded through Dojo posts and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Where necessary, we will call on outside resources, such as the Behaviour Support Service to support our action. This policy is seen as an integral part of our Positive Behaviour Policy. Victims of all incidents will be revisited by our Pastoral lead.

Roles and Responsibility

At St Mary's all members of the school community must have the best interest of the children as their primary concern in making any decisions that may affect their well-being. All adults should do what is best for the children, and when adults make decisions they should think about how their decisions will affect the children concerned.

All staff should:

- Report incidents of bullying to senior leaders and deal with them in line with this policy and the positive behaviour policy
- Familiarise themselves with this Anti-Bullying Policy and have an awareness of how their work contributes to its implementation.
- Read all updates to the KCSIE documentation to promote the principles and ethos of the Anti-Bullying Policy through their own work with and around children.
- Recognise Anti-Bullying as a shared responsibility.
- Support the implementation and monitoring of the Anti-Bullying Policy.
- Promote inclusion and diversity through the curriculum and school environment including the learning resources they utilise.

All incidents should be recorded, dated and signed. Forms are housed with Miss D Challenger or Mrs Morton. A Copy is to be given to the HT and uploaded to MyConcern.

Signed: *Fr J Stather* **Chair of Governors**

Policy Date: July 2023