

St Mary's C of E Primary school

Anti-Bullying Policy

Ratified: Summer 2025 Next Review: Summer 2027

St. Mary's biblical vision is based on John 15 vs 12: 'Love each other as I have loved you. We believe in 'Educating for Life' by encouraging the whole development of each and every child as a person made in God's image, unique, special and deeply loved by their Maker.

Christian Values

Our Christian Values underpin our whole school approach towards behaviour.

St Mary's core values are: Faith, Equality, Caring, Truth, Wisdom, Forgiveness and Respect.

Introduction

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be 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.

Aims and objectives

Bullying is wrong and damages individual children. Therefore, we do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Pupils who are bullying need to learn different ways of behaving.

We aim as a school to produce a safe and secure environment where all can learn without anxiety.

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is through the distribution of this policy.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying, defined as a behaviour over a period of time, can be

- Emotional - being unfriendly, excluding, tormenting.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Sexual - unwanted physical contact or sexually abusive comments.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Electronic - all areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology eg. camera & video facilities.
- Prejudicial - bullying related to race, religion, culture, SEN, Sexual orientation or bullying of young carers or looked after children.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child, for example

- is frightened of walking to or from school;
- begs to be driven or escorted to school by an adult; changes their usual routine;
- is unwilling to go to school (school phobic); begins to be 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 mornings;
- begins to do poorly in school work;
- comes home with clothes or property damaged; asks for money or starts stealing;
- has unexpected cuts or bruises;
- becomes aggressive, disruptive or unreasonable; bullying other children or siblings;
- stops eating;
- is frightened to say what is wrong;
- gives improbable excuses for any of the above; is afraid to use the internet or mobile phone;
- is nervous or jumpy when a cyber message is received.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied (defined as behaviour over a period of time), then the HT/DHT/ AHT will be informed and the teacher will contact the child's parents to discuss this and explain measures which are being put in place to stop this situation.

All incidents of bullying are logged in the Bullying Log on CPOMS.

If a teacher or other staff member become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. Teachers spend time talking and offering supportive measures to the child who has been bullied. Teachers explain why the action of the perpetrating child was wrong, and staff endeavour to support the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, teachers inform the HT/DHT/ AHT. If the child is on the SEN register, the SENDco will be informed and consulted as well.

Teachers then invite the child's parents (both victim and perpetrator) into the school to discuss the situation with the aim to find rapid solutions.

In more extreme cases, for example where these initial discussions have proven to be ineffective, we may contact external support agencies such as the social services.

Teachers routinely attend training, which enables them to become fully equipped to deal with incidents of bullying and behaviour management.

The role of parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

If parents feel that their concern has not been resolved with the class teacher, they should make an appointment to see the phase leader. Following this would be an appointment with the Deputy Head. Where a concern remains unresolved, an appointment should be made with the Headteacher.

Should the concern remain, a parent should contact the CEO. The final step would be to take the matter to the Chair of Governors.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, they may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.

The Headteacher ensures that all staff received sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the effectiveness of the school policy regularly. The governors require the school to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within 10 days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and requests him/her to conduct a thorough investigation into the case and to report back to a representative of the governing body.

Procedures

All cases of bullying will be recorded by individual staff and recorded in the school's bullying log (CPOMS).

Parents should be informed and will be asked to come in to a meeting to discuss the problem.

If necessary, and appropriate, police will be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying must be stopped quickly.

Action will be taken to help the bully/bullies change their behaviour.

Outcomes

The perpetrator/s may be asked to genuinely apologise. Other consequences may take place. In serious cases, suspension or even exclusion will be considered.

If possible, the pupils will be reconciled.

After the incident/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

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

- Reflecting on our school vision and values and why these are important;
- celebrating achievements and adhering to the Christian vision and values
- focusing on our vision and values in assemblies and in our day to day encounters
- encouraging children to use the worry box
- reading stories about bullying or having them read to a class or assembly;
- having discussions about bullying and why it matters;
- leading RSE and PSHE throughout the year
- holding Anti – bullying week/s;
- involving the learning mentor;
- Incorporating the Christian and British vision and values in all we do in school.