

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment based on the new commandment, "Love one another as I have loved you," and "life in all its fullness", where all can learn without fear or anxiety. This policy aims to produce a consistent response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

St Barnabas CE Primary Academy takes bullying very seriously. However, the term "bullying" needs to be clarified. It is our experience that, after investigation, many children who speak about being bullied have in fact fallen out with another child. This may have resulted in inappropriate behaviour, but is not bullying. As a school, we have taken steps to understand and define different types of bullying so that all staff are aware and enabled to manage situations effectively.

Bullying can include:

- Emotional- being unfriendly, excluding, tormenting
- Physical - hitting, kicking, pushing, taking another's belongings, any use of violence
- Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic/ transphobic Disability-based Taunts: gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
- Sexual : Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Direct or indirect : verbal Name-calling, sarcasm, spreading rumours, teasing
- Cyber-bullying: Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

The Anti-Bullying Alliance defines bullying as: "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power" (2015). It can happen face-to-face or through cyberspace (on-line, via social media or texting).

This may take two forms. The most obvious situation is where one or more children, on repeated occasions, deliberately act in such a way as to distress another child. In such cases, the bullies are more readily identifiable. There may be cases, however, where a child is subjected to inappropriate behaviour on repeated occasions, but the perpetrators change from incident to incident. In these cases, it is not always appropriate to label individual children as a bully.

We make reference to the acronym below to help children understand that bullying is hurtful behaviour that happens:

Several
Times
On
Purpose

Current government and Church of England guidance used to develop this policy

- Department for Education (DfE) statutory guidance, including 'Keeping Children Safe in Education' (KCSiE), which outlines the school's safeguarding duties.
- The most recent DfE guidance on 'Preventing and tackling bullying.'
- *Valuing all God's Children Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying* (Church of England, 2017).
- Blackburn Diocesan Board of Education Anti Bullying Guidance.

Our Values

At St Barnabas CE Primary Academy, we aim to provide a safe, happy Christian environment with a high quality of care to all of our members of our school family. Our Gospel values were chosen by our whole school family and they are: Friendship, Generosity, Trust, Respect, Forgiveness, Service, Courage and Encouragement. St Barnabas reminds us of our responsibilities as Christians to welcome, love and encourage in all we say and do.

The Christian faith and its teachings will be the basis for every aspect of life at our school with all staff promoting a sympathetic understanding of Christianity and other faiths. We actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

We nurture the spiritual development of all members of the school community and promote mutual respect and responsibility.

We will provide effective teaching of the National Curriculum, encouraging the highest achievement for each child to enable them to 'achieve great things'. We

will value the contribution each child makes to the life of the school and take account of the individual's needs in our 'love-filled Christian Family'.

Our school has strong links with our children's homes and St Barnabas Church. At St Barnabas, we strive for excellence for all, in a caring and Christian setting.

Policy

St Barnabas Primary Academy will fulfil its legal duty of care to ensure its pupils do not come to harm. The school regularly monitors incidents of bullying. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the Headteacher to the Local Governing Committee (LGC) on a termly basis. Individual reports of bullying are sent to Cidari Multi Academy Trust.

Reporting Bullying

All staff are to be made clear about their roles and responsibilities in preventing and responding to bullying incidents including their responsibility to model positive relationships. The SLT are responsible for dealing with anti-bullying incidents.

The Headteacher is responsible for dealing with any bullying incidents. All incidents involving allegations of bullying have to be immediately referred to the Headteacher or in her absence, a member of the Senior Leadership team. All allegations will be investigated on the same day and parents will be informed immediately. Exclusion may be considered but advice will be taken by Cidari and the Local Education Authority.

The role of the Headteacher

- It is the overall responsibility of the Headteacher to ensure that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- The Headteacher reports to the LGC about the effectiveness of the anti-bullying policy on request.
- 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, the Headteacher may decide

to use worship 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 receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher is responsible for ensuring that all school staff and adults working in school receive training on the vision and Christian Values of the school and on the anti-bullying policy.
- The Headteacher sets the school climate of mutual support and praise for success, making bullying less likely. When children feel they are important and belong to a friendly and welcoming school family, bullying is far less likely to be part of their behaviour.

The role of Governors

- The Local Governing Committee (LGC) supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the LGC 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 LGC monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher 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 LGC aims to respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the LGC notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the LGC.
- The LGC ensures the implementation of the anti-bullying policy and monitors reports of bullying in the school on a termly basis.

The role of staff

- All incidents involving allegations of bullying have to be immediately referred to the Headteacher or a member of the senior management team via My Concern. All allegations will be investigated on the same day and parents will be informed immediately. Exclusion may be considered but advice will be taken by the Local Education Authority.
- Staff at St Barnabas take all forms of bullying seriously, and intervene to prevent incidents from taking place. Staff record any records of incidents on MyConcern.

- If a staff member witnesses an act of bullying, they do all they can to support the child who is being bullied.
- If a child is being bullied over a period of time, the Headteacher informs the child's parents.
- If a staff member becomes aware of any bullying taking place between members of a class, they deal with the issue immediately and report the incident on MyConcern.
- This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying.
- Staff will ensure to spend time talking to the child who has been bullied: they explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future.
- If a child is repeatedly involved in bullying other children, staff will inform the headteacher. The Headteacher will then invite the child's parents into the school to discuss the situation.
- In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.
- Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

- Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration).
- Parents and carers should support their child to report the bullying while also supporting the school in following policy.
- Parents and carers, 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 or the headteacher.
- 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 pupils

- Pupils should carry out the Christian vision and values of the school.
- Pupils should not take part in any kind of bullying and should watch out for signs of deliberate and repeated threatening behaviour among their peers.

- If any is noticed they should offer support to the victim, encourage them to report it or report it themselves to a trusted adult in school.

Responding to bullying

1. Staff will record the bullying incident centrally on MyConcern.
2. The Designated Safeguarding Lead (DSL) and Deputy DSL will monitor incident reporting on MyConcern.
3. If an incident does occur the Headteacher will produce a report summarising the information and will share with the LGC.
4. Support will be offered to the victim.
5. Staff will proactively respond to the bully who may require support.
6. The Headteacher will assess whether parents and carers need to be involved.
7. The Headteacher will assess whether any other authorities (such as police or Cidari MAT) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Following Jesus' example we do not tolerate injustice and bullying whether it takes place inside or outside of school. The nature of cyber bullying in particular means that it can impact on pupils beyond the school day.

Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

The school is active in addressing responsible and respectful use of social media. The school is active in supporting parents to take responsibility for their child's respectful use of social media especially in such a fast changing environment. Staff will assess whether any other authorities (such as police or Cidari MAT) need to be involved.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on MyConcern and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff should also record the casual use of derogatory language on MyConcern.

Prejudiced based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected

characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored, with the Headteacher regularly reporting incidents to the LGC. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Peer abuse and sexual violence and harassment between children

St Barnabas CE Primary Academy will not tolerate any peer abuse and sexual violence and harassment between children and will follow the safeguarding policy to ensure our children are kept safe. It is essential that all staff understand the importance of challenging inappropriate behaviours between children/young people. Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys”; or not recognising that emotional bullying can sometimes be more damaging than physical harm and should be taken equally seriously, can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children/young people accepting it as normal and not coming forward to report it.

Misuse of Artificial Intelligence (AI) and Digital Content

The use of Artificial Intelligence (AI) tools, including generative AI, introduces new ways for bullying and harassment to occur. AI misuse is considered a serious form of cyber-bullying and will be addressed with appropriate sanctions.

The misuse of AI includes, but is not limited to:

- **Creating or distributing harmful imagery:** This involves creating or sharing fake or altered (“deepfake”) images, videos, or audio content to harass, humiliate, or threaten another pupil or staff member. This explicitly includes generative AI imagery when associated with Child Sexual Abuse Material (CSAM).
- **Harassment and threats:** Using AI tools to generate text, audio, or other content to bully, threaten, or incite hatred against an individual or group based on protected characteristics.
- **Sextortion and Child Grooming:** The use of AI-generated content or tools to threaten or blackmail a child (sextortion) or to facilitate or encourage predatory behaviour, such as child grooming.

All staff, pupils, parents, and carers must be vigilant for the risks associated with AI-generated content and report any instance where such technology is used to violate this anti-bullying policy. The Headteacher will assess whether any other authorities (such as police or Cidari MAT) need to be involved.

School strategies to prevent and tackle bullying

Our school vision is at the heart of everything we do and ensures that all members of the school community are respected as members of a community where all are known and loved by God.

The whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. There are more extensive opportunities to explore anti-bullying themes within the PSHE programme of study which includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying and how to report it. Together with the PSHE curriculum, the Religious Education programme of study also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect differences.

Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying. Through a variety of planned activities and time across the curriculum, pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

Class worships provide regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

Stereotypes are challenged by staff and pupils across the school. Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups. We work closely with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Parental support for all pupils involved in bullying incidents

- The school endeavours to have open and supportive communication with parents and carers in relation to all bullying incidents.
- Parents and carers, who are concerned that their child may be being bullied, or who may suspect that their child may be the perpetrator of bullying, should contact the class teacher or headteacher immediately.
- Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school community

Specific issues statement

- Incidents can be reported confidentially so that all involved in the incident are listened to empathetically by professionals, parent/carer and peers.

- Victims of bullying are encouraged to report what has happened.
- Victims are reassured that it is not their fault.
- Professionals work in collaboration with parents/carers

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually.

Evaluating and reviewing

The Headteacher is responsible for ensuring that the vision and Christian Values of the school are rigorously applied to the anti-bullying work in the school and in reporting termly to the LGC (and the Trust where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for supporting the vision and values and evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months.