



Anti-bullying Policy

Mission Statement

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England. The school will work in partnership with the Church of England and the Church, at parish and diocesan level. The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance and faith, and promotes Christian values through the experience it offers to all its pupils.

Safeguarding

St Bartholomew's C of E Primary School is committed to safeguarding and promoting the welfare of its pupils. We believe all staff and visitors have an important and unique role to play in the protection of children.

At St Bartholomew's C of E Primary School, we provide an environment where children are safe and secure and they can achieve and do their best. Bullying is not acceptable and will be dealt with immediately.

Aims To identify:

- what bullying is
- the different types of bullying
- what children should do if they have concerns
- how incidents will be dealt with
- the support that will be provided to children

Bullying is

“Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally” (DFE “Preventing and Tackling Bullying”, July 17)

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual including homophobic/transphobic	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, negative comments about sexuality
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying(Please see E-Safety Policy)	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.

Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff to uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Preventing bullying

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Train staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem

Reporting Bullying

Pupils who have been bullied should report this to:

- Any member of staff (Teachers, Teaching Assistants or Midday Supervisors)
- Their parents
- A school friend

Pupils who see others being bullied should report this to: Any of the above

Members of staff who receive reports that a pupil has been bullied should report this to their phase leader or member of the senior management team or in the case of serious incidents directly to the Headteacher.

If a parent has concerns they must speak to the headteacher

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- The incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- Support will be provided for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The headteacher or another member of senior staff will interview all parties involved.

- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed)
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behaviour policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures.
- Bullying is a very serious incident and will be dealt with in line with the sanctions identified in the schools Behaviour Policy

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience
- Working towards restoring self-esteem and confidence.
- Where necessary, working with parents, other organisations and agencies

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- Sanctioning, in line with school behaviour/discipline policy
- Where necessary, working with parents, other organisations and agencies

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable. The school will offer opportunities to discuss the concern and will refer to the cluster for support if appropriate.

Recording Incidents

Incidents of bullying will be logged including recording the details of what happened and actions taken.

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Hate/Racial Incident Report Form.

Reviewed: April 2018

Review date: April 2021

Signed by: _____

Head Teacher

Signed by: _____

Chair of Governors