

Darwen Saint Peter's Church of England Primary School



# Anti-Bullying Policy

*Sowing the seeds of tomorrow*

*Matthew 13:1-23*

*love, respect, trust, truthfulness, forgiveness*

Date of Policy: June 2023  
Updated: February 2024  
Review Date: September 2026

## **Christian Vision**

**As a Christian family at St Peter's School, we create a unique place of learning, nurturing the gifts that God in his awesomeness has given us. We encourage every child and prepare them for life's journey, inspiring them to fulfil their potential, their dreams and their aspirations.**

**Sowing the seeds of tomorrow**

**Matthew 13:1-23**

## **Description of the school**

St Peter's is a Voluntary Aided Church of England School attached to the Parish Church of St Peter's in Darwen.

There are places for 315 children in school, 45 in each year group.

## **Members of staff responsible**

All teaching and non-teaching staff led by the safeguarding lead in school and the Wellbeing co-ordinator.

## **Role of the Head and Governing Body**

The school will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all racial and homophobic bullying incidents. This is done by the headteacher to the governing body on a termly basis. Serious incidents will also be reported to the local authority.

## **Dissemination of the policy**

This policy is to be used as a key vehicle for communicating and celebrating the anti bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti-bullying policy into the staff handbook, staff code of conduct, the school curriculum, whole school Worship, staff training as well as taking on board other opportunities to raise awareness e.g. targeted group work.

## **Procedures for monitoring and evaluation of policy**

The school will monitor and evaluate bullying by:

- Keeping records of all incidents using CPOMs.
- A range of data from pupil surveys.
- Parental complaints received by school are recorded on CPOMs.
- Discussions at staff meetings.

## **Aims and objectives of the policy**

### **Aims**

- To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour.
- To bring about conditions in which bullying is less likely to happen in the future.
- To reduce and, if possible, to eradicate instances of all types of bullying.
- To clarify the reporting processes.
- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour.

### **Objectives**

We will:

- Discuss, monitor and review our Anti-bullying Policy on a regular basis.
- Support staff to identify and tackle bullying appropriately.
- React to all allegations of bullying promptly and sensitively.
- Ensure that pupils understand the nature of bullying behaviours and how harmful they can be.
- Ensure all pupils understand how to report incidents of bullying, and to whom.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively.
- Report back quickly to parents/carers regarding their concerns on bullying or in the case of allegations.
- Seek to learn from anti-bullying good practice elsewhere and utilise the support of the LA and relevant statutory/voluntary organisations when appropriate.

### **Links with other relevant policies**

- PSHE policy
- Safeguarding policy
- Behaviour Policy
- ICT policy
- E-safety policy,
- Equality and diversity policies,
- Code of Conduct
- Confidentiality Policy
- Complaints Policy

### **Definitions of bullying**

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time and involves an imbalance of power, leaving the victim feeling defenceless.

**The main types of bullying can be identified as:**

- **Physical**  
Kicking, hitting, pushing, taking belongings
- **Verbal**  
Name calling, taunting, making offensive comments
- **Indirect**  
Excluding people from groups and spreading hurtful and untruthful rumours
- **Cyber bullying**  
The use of text messaging, emailing, videoing and internet usage deliberately to upset someone else.

## **Scope/extent of policy**

Any bullying incident that affects our children within school time will be responded to following this policy. That would include bullying that may happen on the school site, outside school site, during school visits, trips, travelling on school transport etc.

## **Roles and Responsibilities**

All adults working with or on behalf of children have a responsibility to safeguard and promote anti-bullying. This will be done by modelling positive relationships, always taking allegations of bullying seriously and ensuring that any anti-bullying measures are followed.

There are, however, key people within who have responsibilities for anti-bullying. These include the Headteacher, Assistant Headteacher and the Well-being Co-ordinator.

Where there is concern about suspected bullying, either through observation by a member of staff or raised by a pupil, the Headteacher (or delegated member of the senior leadership team in the Headteacher's absence) as Senior Designated Teacher should record on CPOMS.

## **Parental support for all pupils involved in bullying incidents**

The school endeavours to have open and supportive communication with parents in relation to all bullying incidents. Parents, 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 immediately. 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.

Any parental complaints regarding bullying incidents will be sensitively dealt with following the school's Complaints Policy.

## **Specific issues statement**

All staff will use the following list to ensure that allegations of bullying are dealt with in a fair and sensitive manner.

- Incidents are reported confidentially, following the school's Confidentiality Policy.

- All incidents are reported on CPOMs and the Headteacher, Assistant Headteacher and/or well-being co-ordinator must be alerted.
- All pupils/parties involved in the incident are listened to empathetically by professionals, parent/carer and peers, and a log of all conversations kept.
- Parents of both parties are informed and invited to school to discuss the matter in person.
- All follow up work will be in collaboration with parent/carers when appropriate.
- Children will be supported to develop resilience where necessary.
- Referral is made to the behaviour policy for consequences due to a child's action/behaviour with regard to the incident.

### **Content of the anti bullying curriculum/programme**

School staff will raise awareness of and tackle bullying through:

- PSHE
- Creative learning
- Circle time activities
- Whole school collective worship
- Multi agency working
- Anti-bullying week which we call 'Cool to be Kind' week
- ELSA Sessions
- Friendship group work
- Forest school

The governing body will review this policy every three years. However, it may be reviewed earlier if new government regulations are introduced, or if the governing body receives recommendations on how the policy might be improved.