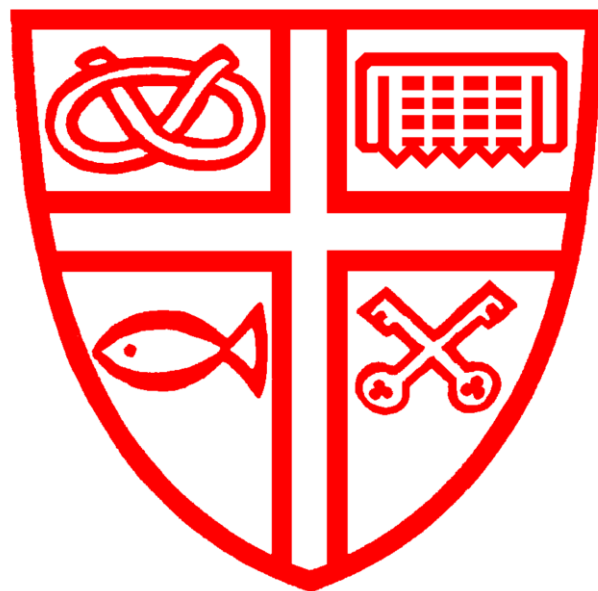


St Peter's CofE (A) Primary School

Love Christ
Love Learning
Love One Another



Anti-bullying
March 2022-24

BULLYING: OUR SCHOOL'S VALUES AND BELIEFS

St Peter's is a Church of England Voluntary Aided Primary School whose motto, "Love Christ, Love Learning, Love One Another," reflects the ethos of our school. We aim to provide a secure, caring, Christian community where everyone can feel valued in an atmosphere of tolerance, mutual respect and co-operation. We intend it to be a happy and enjoyable place in which to learn, and will provide the opportunity for every child and adult to fulfil their potential. Everyone at St Peter's has a right to learn, to be respected and to be safe.

Bullying is regarded as unacceptable. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to report it to a member of staff.

In line with this statement:

- All bullying, of any kind, is unacceptable.
- If bullying happens it will be dealt with quickly and effectively.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

AIMS & OBJECTIVES

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. To do this we will:

1. Ensure that staff, governors, pupils, parents and childcare providers develop a shared understanding of what is and is not bullying.
2. To promote a positive and caring ethos within the school environment.
3. To take positive action to prevent cases of bullying.
4. To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.
5. To identify low-level disruption early to provide effective intervention and reduce emotional impact.
6. To provide support for children, staff, parents and carers to enable them to identify and solve problems for both the victim and the bully.

OUR DEFINITION OF BULLYING

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened. It is dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- 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.

Bullying is distinct from conflict, which is part of everyday life. The difference is not always clear to children.

Bullying **IS NOT**:

- A one off fight or argument
- A friend or peer sometimes being nasty
- An argument with a peer or a friend
- Falling out with friends or peers on an occasional basis

Bullying can take many forms:

- Physical - hitting, kicking, hiding/taking another's belongings.
- Verbal - name calling, insulting, threatening language, making offensive remarks.
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- Cyber - sending malicious e-mails or text messages on mobile phones/ social networking sites.
- Racist - racial taunts, graffiti, gestures.
- Homophobic - because of, or focussing on the issue.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying.
- The use of homophobic language.
- Bullying of pupils who have special educational needs or disabilities.

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's PSHE Curriculum and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our Anti-Bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

The issues surrounding bullying may be addressed through:

- Participation in National Anti-Bullying Week to raise awareness of the issues around bullying and to ensure children know what to do should they experience or witness bullying.
- Visits from theatre companies to raise the Anti-Bullying agenda in school.
- Circle Time, assemblies, role- plays and stories which are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.
- Displays & posters around school which will tell pupils what to do if they are bullied, or see others being bullied, and which give children information about Childline and other sources of confidential help.
- Information about how to deal with bullying in the school journal.
- Providing regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.
- Publishing our anti-bullying policy on the school web-site.

PROCEDURAL RESPONSES TO BULLYING An incident can be reported by a victim, parent, carer, friend or anyone who has knowledge of the problem. It can be done through speaking with staff, writing a note for the worry box or using the smiley faces in their journals. The class teacher will decide upon whether to follow the behaviour policy or begin to follow the anti-bullying policy at an appropriate stage. The Headteacher or a senior leader may override these steps and intervene at an earlier opportunity depending on the severity and complexity of the concern.

Step 1

- Complaint is listened to and discussed between the teacher and children concerned to identify the possible solutions and to identify any patterns forming.
- Behaviour sanctions may apply.

Step 2 – If incidents become regular.

- Discussion/interview with all parties.
- Clear instructions given regarding what is acceptable/unacceptable behaviour.
- Behaviour sanctions may apply.
- Strategies may be put into place.
- A clear message that unacceptable behaviour must stop.
- Staff may deal with a number of low-level issues over a period of time between children and escalate higher to address ongoing issues.
- Teacher closely monitors the situation – two week period.
- Incident logged on form and passed to Headteacher.
- Information shared at briefing to ensure all staff are aware of the situation to support monitoring of the situation and can help build a clearer picture.

Step 3

- Headteacher reiterates clear instructions regarding what is acceptable/unacceptable behaviour.
- A clear message that unacceptable behaviour must stop.
- Behaviour sanctions apply.
- Strategies put into place.
- Meeting recorded by Headteacher and parents informed.

Step 4

- Headteacher speaks to both parties and offers time and advice to both.
- Headteacher informs parents of the perpetrator about the problems and discusses ways of helping the bully change their behaviour.
- Meeting recorded by Headteacher.

Step 5

- Headteacher and Chair of Governors inform/seek advice from Local Authority Head of Inclusion Services
- In extreme cases fixed term and/or permanent exclusion from school will be considered or the Police contacted.

When parents report a number of past incidents after a child did not feel confident enough to speak with school, the school will make note of all incidents and after a discussion with the headteacher will decide which step to start at.

ROLES & RESPONSIBILITIES

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school's Anti-Bullying Policy and ensure all staff are aware of it.
- The Headteacher reports to the Foundation governors about the effectiveness of the policy.
- The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable in our school.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher will keep record of incidents on a child's log.

The role of the school staff

- When an incident occurs to find out all the information to determine whether bullying or conflict (see appendix)
- If teachers become aware of any bullying taking place they deal with the issue immediately following the 5-step procedural response.
- If a parent or carer has raised a concern, they will update them on what has been done to address the problem.
- Teachers attend training to become better equipped at dealing with incidents of bullying and behaviour management.
- Support will be given to the target of the bullying and punishment for the child who has carried out the bullying. They spend time talking to the child who has bullied, explaining why their action was wrong and they endeavour to help them change their behaviour in future.

The role of parents

- Parents who are concerned that their child may be a target of bullying should contact their child's teacher.
- Parents have a responsibility to support the school's Anti-Bullying policy and to actively encourage their children to be a positive member of the school.
- Parents have a responsibility to monitor their child's use of the internet and mobile phones out of school to actively discourage cyber-bullying.

The role of children

- Children are encouraged to tell an adult when they feel they are in a situation which makes them upset, or they feel unable to cope with.
- Children who witness the bullying of others should tell an adult.
- Children should adopt the High Five approach to develop the skills to tackle bullying effectively.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but does have the power to discipline pupils for misbehaving outside the school premises. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Follow our behaviour and anti-bullying procedures.
- Talk to parents with particular reference to bullying via social media.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police.

CONCERNS, COMPLAINTS AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office. We would also be pleased to receive compliments - feedback from parents when things have gone well.

OWNERSHIP OF THIS POLICY

This policy was discussed and agreed by Governors and Staff between November 2019 and January 2020 and is due to be reviewed in March 2024

Appendix 1 - Questions to prompt children

- Has this happened before with this person / group of people? When?
- Has anything else with this person / group made you upset recently?
- Do you think that they are doing this intentionally?
- Do you think they want to hurt your feelings? How do you know?
- What have you done so far when this happened?

Headteacher

Mrs S George

Signed Date

Chair of Governors

Mrs Sue Simcock

Signed Date