



*'Let Your Light Shine'*

*(Matthew 5.v16)*

# **Anti-Bullying Policy**

**Approval Date: Spring Term 2024**

**Review Date: Spring Term 2025**

# OUR MISSION STATEMENT

## *'Let Your Light Shine'*

*(Matthew 5.v16)*

At St. Stephen's Church of England Primary School we are proud to be a Church School with a distinct Christian character and ethos. We promote a love of learning within a safe and secure environment, in which every child matters as a precious gift from God. We believe every child is unique, different and special.

Christian values and spirituality are at the heart of all aspects of school life. Our school's Christian ethos reflects mutual care and concern- where faith, love, hope and truth flourish. Our school is a place where children are able to establish and deepen their understanding of God through prayer and reflection in daily acts of Collective Worship and Religious Education.

We provide a creative and challenging curriculum in order to inspire and motivate our pupils. We want all our children to feel secure and happy, enabling them to reach their fullest potential. We believe that happy children learn well and we thrive on celebrating the achievements of all our pupils across all areas of learning.

We aim to create an environment where children develop the confidence to think for themselves; where pupil voice is at the heart of all decision making and where all children feel valued and respected.

Our school ethos is built on mutual tolerance and respect for all human beings, regardless of beliefs culture or race. Charity and caring for those in need is fundamental to our work in school. We are all children of God so we aim to treat others as we would like to be treated ourselves.

We work in partnership with governors, families; the wider community and our local Parish Church to ensure everyone has a voice in achieving the best possible education for our children.

Ultimately we are committed to excellence for all and through a process of continual reflection and evaluation we ensure that standards are continually raised and improved.

# *'Let Your Light Shine'*

*(Matthew 5.v16)*

*Our school motto encompasses all that we are about as a school. 'Let  
your light shine'*

*The motto incorporates three fundamental elements:*

*The light of the Gospel message of Jesus*

*The light of individual talents*

*The light of learning*

## **PRINCIPLE OF POLICY**

St. Stephen's C.E. Primary seeks to provide a caring, safe, secure and positive environment in which children can develop and grow making full use of the range of facilities available to them. Young people and the adults involved with them are entitled to be treated with respect and understanding and to participate in any activity free from intimidation. 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 a member of staff or another adult that they trust.

## **Objectives of this Policy (copied from Policy recommended by Kidscape)**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Roles and Responsibilities**

**The Head Teacher** - Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

**The Anti -bullying Coordinator** in our school is: Mrs T Greaves

The Coordinator's responsibilities are:

- Developing a whole school action plan to create a safe and secure learning environment where every child matters.
- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies.
- Implementing the policy and monitoring and assessing its effectiveness in practice. Ensuring evaluation takes place and that this informs policy review.

- Managing the reporting and recording of bullying incidents.
- Assessing and coordinating training and support for staff and parents/carers where appropriate.
- Coordinating strategies for preventing bullying behaviour.
- Creating awareness of anti-bullying throughout school by providing half term assemblies and updating staff in staff meetings.
- Proving planning for all teachers during anti-bullying week.
- Monitoring of buddies on the yard at playtime.

## **What is bullying?**

### **Definition of Bullying**

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. Safe to Learn: embedding anti bullying work in schools (2007).

### **How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?**

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent - if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved.

If the victim might be in danger then intervention is urgently required.

Bullying is not a phenomenon which occurs solely between children. The above definition can also be seen to characterise some adult/adult, adult/child and child/adult relationships.

In more serious instances where adults abuse their power over a child or a child does over another child, bullying may be viewed as child abuse and should be seen within this context.

Not all aggressive behaviour is bullying. Behaviour which appears to be bullying may be exhibited by some children, especially very young children, without the intention or awareness that it causes distress.

Some individuals may feel they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should be taken seriously.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

### **What does bullying look like?**

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

### **Why are children and young people bullied?**

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation

- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately.

## **BULLYING BEHAVIOUR**

Bullying behaviour is not a natural part of growing up and should not be seen as such. Children and young people who bully are likely to experience difficult and unhappy relationships with both peers and adults and frequently need help to overcome these difficulties. Children and young people who bully are unlikely to stop while they can continue unchallenged.

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to 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 morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Strategies for Preventing Bullying**

Bullying behaviour does not just affect the victim and the perpetrator. Those who witness or know of bullying may live in fear that it will be their turn next. Bullying promotes poor models of behaviour and may encourage others to imitate these models. Children and young people who have been bullied in one setting may well become bullies in another. Evidence has shown that bullying is a major concern for parents and children of all ages.

Bullying is unacceptable behaviour and will not be tolerated at St. Stephen's C.E. Primary. Everyone in our school has a responsibility for the safety of others. All staff, children and young people are alerted to the fact that bullying can happen. We aim to provide and encourage a safe, listening 'no secrets' environment in which adults, children and young people feel free to discuss their concerns regarding bullying behaviour in an open fashion, on a regular basis whenever necessary.

As part of our on-going commitment to the safety and welfare of our pupils we at St Stephen's CE school have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

Involvement in SEAL including Anti-bullying Unit.

Involvement in Healthy Schools

Anti-Bullying week annually in November.

Half termly anti-bullying awareness assemblies

PSHE/citizenship

Specific curriculum input on areas of concern such as Cyberbullying and internet safety

Pupil voice

School Council

Playground Buddying and proposed friendship bench

Parent information

Staff training and development for all staff

Counselling and/or Mediation schemes

School participates in activities during Anti Bullying week every year to raise the awareness of Bullying, what it is and how to spot it and deal with it. It is also addressed through our Family Groups sessions where the children in mixed age groups. Staff have also attended INSET to look at dangers and possibilities of cyber bullying. Parents are also invited to come into school annually to gain e safety information and where they are informed of the



dangers of cyber bullying and what to look out for.

A whole school bullying log is in place to record incidents of possible bullying in the playground or classroom. Individual staff are responsible for recording any incidents, the name of the perpetrator, the name of the victim and how it was dealt with. SLT will store these sheets in a file, monitoring regularly to see if there is any evidence of repeated incidents by an individual or against an individual.

Also within each classroom there is a worry box for the children to write down anything that is troubling them. In addition to this, outside of the Head Teacher's office there is a box where children can also write down anything that is worrying them and post in the box.

### **ACTION TO BE TAKEN IF BULLYING OCCURS**

- make anyone who alleges they have been bullied immediately feel safe
- any incident will be investigated and appropriate action taken as part of the investigation
- incidents will be recorded and subsequent action taken where needed, for minor incidents a verbal apology, a missed playtime and a sorry card is usually acceptable
- parents to be involved where necessary, if the incident is serious, and any other organisation
- our anti-bullying policy will be referred to
- action will be monitored and evaluated
- victims of bullying will be supported by staff and guided as to further action needed
- due consideration will be given to confidential issues
- support to be given to the bully as well as the victim

Children complete questionnaires on an annual basis which include questions regarding bullying. Responses are very positive and indicate that children do feel secure and safe in school and would know what to do if they were being bullied.