

Anti-Bullying Policy

Introduction

St Mary's C of E VA Primary School is committed to creating courageous, curious and caring learners who feel safe, secure and happy at school. As a Church of England School all our policies are informed by Christian Values which underpin every aspect of the community's life and work, including the curriculum. These values are rooted in the Christian belief that we should '..do unto others what you would have them do to you.'

At St. Mary's we believe that bullying is persistent, deliberate and repetitive behaviour by an individual or group that attempts to hurt, humiliate or manipulate another individual or group.

We recognise that bullying can take a wide variety of forms including:

- Cyber
- Physical
- Verbal
- Psychological
- Racist
- Faith based
- Gender
- Sexist
- Sexual Orientation
- SEN and disability

At St Mary's C of E Primary School we believe that:

- bullying is undesirable and unacceptable;
- bullying is a problem to which solutions can be found;
- seeking help and openness are regarded as signs of strength not weakness;
- all members of our community will be listened to and taken seriously; everyone has the right to enjoy and achieve in an atmosphere that is free from fear;
- all of us have a responsibility to ensure that we do not abuse or bully others;
- children and adults should be able to talk to someone within our school if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously;
- we all have a duty to work together to protect individuals, whether it is children or adults, from bullying and other forms of abuse in our school;
- we believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear;

The aims of this anti-bullying policy are:

- to assist in creating an ethos in which attending St. Mary's CEVA Primary School is a positive experience for all members of our community;
- to make it clear that all forms of bullying are unacceptable at St. Mary's CEVA Primary School;
- to enable everyone to feel safe while at St. Mary's CE VA Primary School and encourage all individuals to report incidents of bullying;
- to deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying;
- to support and protect victims of bullying and ensure they are listened to;
- to help and support children/young people/adults displaying bullying behaviour to change their attitudes and understand why it needs to change;
- to ensure all members of our community feel responsible for helping to reduce bullying.

The objectives of this anti-bullying policy are:

- to maintain and develop effective listening systems for children, young people and staff within St. Mary's CEVA Primary School;
- to raise awareness of how incidents of bullying can be dealt with effectively and promptly;
- to equip all staff (including volunteers) with the skills and information necessary to deal with incidents of bullying effectively;
- to communicate with parents effectively on the subject of bullying;
- to acknowledge the key role of every staff member in dealing with incidents of bullying;
- to ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organizations;
- to promote emotional health and wellbeing across the whole school;
- to liaise with parents and other appropriate members of the school community;

What do we do to prevent bullying?

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. We will:

- be supportive of each other in providing positive role models;
- convey a clear understanding that we disapprove of unacceptable behaviour;
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice;
- use/support and explore PSHE, circle time and other curricular opportunities to promote positive (anti-bullying) behaviour;
- use positive behaviour management systems;
- promote the school's Christian ethos and values;
- maintain a strong focus on social achievement through initiatives such as Caring, Courageous and Curious certificates, Midday supervisor Golden Book and certificates, stickers
- encourage positive social interaction;
- support each other in the implementation of this policy.

All members of the school community are expected and encouraged to report incidents of bullying.

All Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship.

We have agreed to:

- provide children with a framework of behaviour including rules which support the whole school policy;
- emphasise and behave in a respectful and caring manner to children and colleagues,
- to set a good tone and help create a positive atmosphere;
- raise awareness of anti-bullying through our Golden Rules, activities, stories, role-play, discussion, peer support, school council, PSHE etc. focused on the promotion of positive behaviours;
- through the Headteacher and Senior Leadership Team keep the Governing Body well informed regarding issues concerning behaviour management.

Governors have a duty to:

- be fully informed on matters involving bullying
- regularly monitor incident reports and actions taken;
- to be aware of the effectiveness of this policy;
- identify one governor to lead on anti-bullying within school leadership;

Through the development and implementation of this policy, St. Mary's CEVA Primary School trusts that all **children, young people, parents/carers** and **staff** will:

- feel confident that everything is being done to make St. Mary's CEVA Primary School safe and secure environment;
- know who can be contacted if they have any concerns about bullying;
- feel supported in reporting incidents of bullying;
- be reassured that action regarding bullying will take place.

Reacting to a Specific Incident – Recording

All incidents will be recorded by the school and maintained in the Serious Incident Book and kept by the Pastoral and Inclusion lead. The member of staff reporting the incident, along with a member of the SLT, will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary through the investigation.

Parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

- I. Where an incident of bullying has been reported St. Mary's Primary School will support all involved by:
 - investigating the incident/behaviour by talking to all parties concerned and taking an accurate record from all parties involved (including witnesses/bystanders)
 - supporting the person who has been bullied to express their feelings;
 - supporting the person displaying the bullying behaviour to express their feelings;
 - discussing the impact of the bullying behaviour on all of those concerned;
 - discussing strategies for making amends;
- II. Measures taken will be in line with the school's behaviour policy and may include:

- explanation of why the inappropriate behaviour is unacceptable;
 - reparation of damaged relationships through conferencing, Circle of Friends etc.;
 - meeting with staff, parents and child;
 - missing break/lunchtimes;
 - writing a letter of apology for their behaviour;
 - a Pastoral Support Plan;
 - fixed term exclusion;
 - permanent exclusion.
- III. Safeguarding procedures will be followed when child protection concerns arise – please refer to the school’s **Safeguarding Policy**
- IV. In the event of a member of staff/adult within the school community being a victim of bullying, they should inform their line manager immediately. If they are unable to communicate the incident with their line manager then they should endeavour to inform a member of the school’s Senior Leadership team, a school governor or a representative from their union. The informed school contact should take an accurate written record of what has been disclosed and ask the victim to verify this with a signature before seeking further advice from, in the first instance, the Headteacher, or if this is not appropriate then Gloucestershire County Council.