

# Anti-bullying policy

The core purpose of any church school is to maximise the learning potential of every pupil. Creating a climate for education where all pupils want to engage in learning is paramount and this means pupils need to feel safe and happy and want to attend. Any form of bullying activity will have a detrimental effect on an individual's well-being and ability to learn.

This policy is based on the DfE guidance 'Preventing and Tackling Bullying' July 2017 and supporting documents. It also considers the DfE statutory guidance 'Keeping Children Safe in Education' 2022 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. Members of the SLT have also read Childnet's 'Cyberbullying: Understand, Prevent and Respond; Guidance for Schools'.

## **Links with other school policies and practices**

This policy should be read in conjunction with:

- Behaviour and discipline policy
- Complaints policy
- Safeguarding and Child Protection Policy
- Confidentiality Policy
- AUP
- Curriculum policies such as PHSE including RSE
- E-Safety policy

## **Links to Guidance and Legislation**

This policy has been written in accordance with government guidance and legislation, including:

- The Education and Inspection Act 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- DFE (2017) Preventing and Tackling Bullying
- DFE (2021) Sexual violence and sexual harassment between children in schools and colleges
- DFE (2018) Mental health and wellbeing provision in schools
- DFE (2022) Keeping Children Safe in Education
- DFE (2020) Sharing nudes and semi-nudes: advice for education settings working with children and young people.

## **Introduction**

This policy outlines what St. Mary's CE VA Primary School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the school community. St Mary's Primary

School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

The school believes that all children have the right to protection from harm, neglect, and abuse and that their wellbeing is of paramount importance. Consequently, in line with the Equality Act 2010, it has a responsibility to :

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

The school aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety, and confidence.

The school has a system of rewards set out in its behaviour policy, which aims to motivate and encourage pupils as well as helping to build individual self-confidence and self-esteem. The school values everyone's unique contribution to the community. Everyone has a responsibility for safeguarding and promoting the wellbeing of all pupils and all staff have a duty of care to ensure that pupils are protected from harm.

The school will ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

## **Responsibilities**

It is the responsibility of the **Headteacher** to:

- Ensure the effective and consistent implementation of this policy
- Communicate this policy to the school community
- Ensure that disciplinary measures are applied fairly, consistently and reasonably
- Ensure that a member of the SLT has been identified to take overall responsibility for tackling bullying.

It is the responsibility of the **Governors** to:

- Take a lead role in monitoring and reviewing this policy
- Uphold and ensure the implementation of this policy

It is the responsibility of **staff** at the school to:

- Uphold and implement the policy consistently.

It is the responsibility of **parents and carers** to:

- Support the school's policy and work in partnership with the school.

It is the responsibility of **pupils** to:

- Abide by the policy.

### **Definition of Bullying**

At St. Mary's School we have agreed that the definition of bullying is:

**'Behaviour of an individual or a group, repeated over time, that intentionally hurts another individual either physically or emotionally'. (DFE Preventing and Tackling Bullying, July 2017)**

Our definition in child speak is:

**When someone keeps hurting or upsetting you on purpose with words or actions.**

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Kicking
- Hitting
- Taking belongings
- Producing offensive graffiti
- Gossiping
- Excluding people from groups
- Spreading hurtful and untruthful rumours.

This includes some unacceptable behaviours expressed online ie. Cyber or online bullying. This can include sending offensive, upsetting or inappropriate messages or degrading photos or videos by phone, text, instant messenger, gaming, websites, social media sites and apps.

Bullying is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

St Mary's CE VA Primary School recognises that bullying is a form of child-on-child abuse and that abuse should never be tolerated or passed off as 'banter', 'having a laugh' or 'part of growing up'. We recognise that even though bullying is not reported, it does not mean that it is not happening and it may be the case it is just not being reported. All victims of bullying will be taken seriously and offered appropriate support, regardless of where the bullying takes place.

### **Forms and types of bullying covered by this policy**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or other home circumstance
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying

- Sexualised bullying/harassment
- Bullying via technology or Cyber bullying
- Prejudiced based and discriminatory bullying - against people/pupils with protected characteristics, which may include bullying related to race, religion, ethnicity, nationality or culture, disability, SEN, sexual orientation, gender based bullying (including transphobic bullying).

Some bullying can fall into the **Hate Incident/Crime** bracket. This can be defined as any incident, which may or may not constitute a criminal offence which is perceived by the victim or any other person as being motivated by hostility or prejudice. If a criminal offence has been committed it becomes a Hate Crime. The Protected characteristics under the current legislation (2019) are named as disability, race, religion or belief, sexual orientation, and transgender identity. In Gloucestershire, this also includes, age, gender, and alternative subcultures, e.g. homeless. GCC procedures for reporting Hate Incidents/Crime must be followed in accordance with expectations set out in Keeping Children Safe in Education.

### **School Ethos**

St Mary's CE Primary School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

At St. Mary's we:

- Understand the importance of challenging inappropriate behaviours between peers.
- Monitor and review our anti bullying policy and practice on a regular basis.
- Support staff to promote positive relationships to help prevent bullying
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure our pupils are aware that bullying concerns are dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Require all members of the community to work with school to uphold the policy.
- Recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will see to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Seek to learn from good anti bullying practices elsewhere.
- Utilises any support from the Local Authority or other outside agencies where appropriate.

### **Responding to bullying**

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

- If bullying is suspected or reported to a member of staff then the incident will be dealt with immediately by the member of staff who has been approached or witnessed the incident.
- The school will put in place measures to support the person being bullied – making sure they are not at risk of immediate harm.
- A member of the Senior Leadership Team will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members where appropriate.
- The school will ensure that parents/carers are kept informed about the concern and any actions that have taken as appropriate and in line with the Safeguarding and Child Protection Policy.
- Sanctions, as identified within the school behaviour policy, and support, will be implemented in consultation with all parties concerned.
- If necessary other agencies will be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or social care, if a child is felt to be at risk of significant harm.
- Where the bullying has taken place outside of school or online, 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 this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school on the CPOMs system. This will include recording appropriate details regarding decisions and actions taken.

### **Cyber bullying**

When responding to cyber bullying concerns the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyber bullied and work with the bully to ensure it does not happen again.
- Encourage the victim to keep any evidence (screenshots) of the bullying activities to assist an investigation.
- Take all available steps to identify the person responsible.
- Work with individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include support reports to a service provided to have content removed, confiscating and searching pupils' mobile devices making reference to DFE guidance and requesting the deletion of locally-held content and content posted online.
- Ensure that sanctions are applied to the person responsible, where that individual can be identified. The school will work with the bully to change the attitude and behaviour, as well as ensuring access to any additional support or help they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to pupils about how they can protect themselves online.

### **Supporting pupils**

Pupils who are victims of bullying will be supported by:

- Reassuring the pupil and providing pastoral support.

- Offering immediate opportunities to discuss incidents with their class teacher or member of SLT.
- Help in how to respond to bullying behaviour and building resilience as appropriate.
- Working towards building self-confidence and self esteem
- Providing ongoing support such as counselling, work with parents and carers, friendship groups etc.
- Where necessary working with the wider community including early help teams, specialist children's services, community police officers and family support workers.

#### **Pupils who have perpetrated bullying will be helped by:**

- Discussion with staff about events leading up to bullying and establishing the need to change.
- Working with parents and carers to improve behaviour and attitudes.
- Providing appropriate education and support to address their behaviour.
- Sanctioning in line with the school's behaviour policy.
- Where necessary working with the wider community including early help teams, specialist children's services, community police officers and family support workers.

#### **Supporting adults**

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults is unacceptable.

Adults who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the concern with the DSL, senior member of staff and/or the Headteacher.
- Advising the victim to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of school or online the school will still investigate the concern if it is connected with school business and ensure appropriate action is being taken.
- Reporting offensive or upsetting content to the service provider where the bullying has occurred on-line.
- Reassuring and offering support.
- Working with wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated bullying will be helped by:

- Discussions with a senior member of staff and or Headteacher to establish the circumstances surrounding the incident.
- Establishing whether a legitimate grievance of concern has been raised and whether further action needs to be taken in line with the LA Staff Grievance and Discipline policies.
- If online, requesting that the content be removed.
- Investigating disciplinary or legal action as required.

#### **Preventing Bullying**

At St. Mary's Primary School we aim to create and support an inclusive environment which promotes a culture of mutual respect, care and consideration for others. The expectation is that this will be

upheld by all members of the school community: pupils, staff, parents, governors, volunteers and visitors to our school.

The whole school community will:

- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children.
- Recognise that the potential for children with SEN and disabilities to be disproportionately impacted by bullying and implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying such as children with different family situations, such as looked after children or those with caring responsibilities, religion ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language including 'banter' which does not uphold the school core values.
- Be encouraged to use technology responsibly and in accordance with the school's values.
- Work pro actively with the outside community to prevent all forms of prejudice driven bullying.
- Actively create safe spaces for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

### **Education and Training**

The school is committed to training all its staff to identify all forms of bullying and take appropriate action following the agreed school policy. We will consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities such as through displays, assemblies, peer support, school council etc. Anti-bullying will be continually referred to at points throughout the year as well as during 'Anti-bullying Week'.

As part of our 'jigsaw' curriculum for PSHE, we will provide opportunities for children to explore bullying behaviours and develop emotional and social skills including building resilience and self esteem.

The school will work with other settings to ensure smooth transition from one setting to another.

### **Involvement of pupils**

At St. Mary's we will:

- Involve pupils in policy review and decision making to ensure they understand what bullying is, the school's approach to bullying and their role in preventing bullying.
- Regularly canvas children's views on the extent and nature of bullying.
- Ensure that children know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaged in bullying.
- Involve pupils in anti bullying campaigns.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

### **Involvement of parents and carers.**

At St. Mary's we will:

- Take steps to involve parents and carers in developing policies and procedures to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying is made available to parents in a variety of formats, including via the school website.
- Ensure all parents and carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents and carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

### **Monitoring and review: putting policy into practice.**

The school will ensure that we regularly monitor and evaluate policies and procedures to ensure consistency and impact of practice. Where inconsistencies are identified they will be incorporated into the school's action planning. The school will appoint a named governor (the safeguarding governor) who will be responsible for reporting to the governing body on incidents of bullying and the effectiveness of the anti bullying policy.

### **Useful links and supporting organisations:**

**Anti bullying alliance:** [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

**Childline:** [www.childline.org.uk](http://www.childline.org.uk)

**Family Lives:** [www.familylives.org.uk](http://www.familylives.org.uk)

**Kidscape:** [www.kidscape.org.uk](http://www.kidscape.org.uk)

**MindEd:** [www.minded.org.uk](http://www.minded.org.uk)

**NSPCC:** [www.nspcc.org.uk](http://www.nspcc.org.uk)

**PSHE Association:** [www.pshe-association.org.uk](http://www.pshe-association.org.uk)

**Restorative Justice Council:** [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)

**The Diana Award:** [www.diana-award.org.uk](http://www.diana-award.org.uk)

**Victim Support:** [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

**Young Minds:** [www.youngminds.org.uk](http://www.youngminds.org.uk)

**Young Carers:** [www.youngcarers.net](http://www.youngcarers.net)

### **SEND**

**Changing Faces:** [www.changingaces.org.uk](http://www.changingaces.org.uk)



Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

Anti bullying alliance Cyber bullying and young people with SEN and disabilities:  
[www.cafamily.org.uk](http://www.cafamily.org.uk)

DfE Code of Practice: [www.gov.uk/government/publications/send-code-of-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-practice-0-to-25)

### Cyber bullying

Childnet: [www.childnet.com](http://www.childnet.com)

Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)

Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)

DFE 'Cyberbullying: advice for Headteachers and school staff and 'advice for parents and carers on cyberbullying'.

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

### Race, religion and nationality

Kick it Out: [www.kickitout.org](http://www.kickitout.org)

Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

Educate against hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)

Show racism the red card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

### LGBTQ+

Barnardo's LGBTQ Hub <https://www.barnardos.org.uk/what-we-do/supporting-young-people/lgbtq>

Metro Charity: <https://metrocharity.org.uk/>

EACH: <https://each.education/>

Proud Trust: <https://www.theproudtrust.org/>

Schools Out: <http://www.schools-out.org.uk/>

Stonewall: <https://www.stonewall.org.uk/>

### Sexual Harassment and Sexual Bullying

NSPCC 'Report abuse in education' helpline: 0800136663 [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Ending violence against women and girls (EVAW)  
<https://www.endviolenceagainstwomen.org.uk/>

**Anti bullying alliance: advice for school staff and professional about developing effective anti-bullying practice in relation to sexual bullying. <https://anti-bullyingalliance.org.uk/>**

**Childnet Project DeShame <https://www.childnet.com/what-we-do/our-projects/project-deshame/>**

Approved by Teaching & Learning Committee 14-03-2023

Signed by Headteacher: *Jo Woolley*

Signed by Chair of Governors: *Elizabeth Durning*