

St Mary's CofE Primary School
Anti-Bullying Policy

1) ETHOS STATEMENT

In accordance with the aims of the school, the Governing Body of St Mary's believe that all members of the school community should be esteemed, cared for, treated courteously and encouraged to make their unique contribution. Within our Christian ethos of love, forgiveness and justice for each person as a valued child of God, we aim to develop understanding and respect for each other's faith, culture and language, and to teach, exemplify and uphold equal opportunities for all.

Article 19: All children have the right to be protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone who looks after them.

2) AIMS

At St. Mary's CofE Primary School we aim to:

- Develop an ethos in which bullying is unacceptable
- Put in place systems of identification and support to deal with bullying issues
- Create a safe and secure environment where all can learn without anxiety
- Respond quickly and consistently to any bullying incidents
- Make all those connected with our school aware of our opposition to bullying
- Make clear each person's responsibility with regard to the eradication of bullying in our school

3) INTRODUCTION

At St. Mary's CofE Primary School we believe that every child has a right to:

- Receive respect from others and give respect to everyone.
- Speak and be listened to
- Have the freedom to choose
- Be safe and secure

This is supported by Birmingham's Anti-Bullying Statement which states that 'All children, young people and adults have a right to work in an environment where they feel safe and that is free from harassment and bullying'

Staff, parents and Governors will work together to nurture an ethos and follows practise where conflict can be resolved constructively so that everyone belonging to St. Mary's can feel secure and happy within the school environment. Bullying will not be tolerated. It is everyone's responsibility to prevent occurrences of bullying and to play their part in dealing with incidents quickly and effectively.

4) DEFINITION

Bullying can be described as any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects and abuse of power. The common principle shared by staff and pupils is STOP (Several Times On Purpose).

The main types of bullying are:

• **Physical**

This includes hitting, kicking, scratching and the taking or deliberate damaging of property.

• **Verbal**

This includes name calling, insulting or racist remarks, teasing, threats and extortion or sending nasty notes.

• **Indirect**

This includes ostracising or the spreading of nasty stories about someone and social exclusion of an individual.

• **Online bullying**

This focuses on malicious and unkind behaviour using electronic forms of communication. These can include text messages; communication between individuals on social media platforms or within games and apps; use of emails or any other messaging service.

The Equality Act 2010

The school also considers instances where an individual is targeted because they share a protected characteristic under the terms of this act. Prejudicial behaviour which is either sexist, racist, targeted at faith, homophobic, transphobic or references a learning or physical disability will be considered as bullying under the terms of this policy.

Power to Discipline Beyond the School Gate

The school will examine allegations of bullying which have been cited as taking place outside school and utilise the powers available following guidance from the Department for Education (DfE).

5) STRATEGIES FOR IDENTIFYING BULLYING

Bullying can be difficult to identify because it is often subtle, covert and rarely witnessed by adults. However, some of the warning signs can include:

Individual signs

- Torn clothing and damaged books
- Sudden mood swings
- Loss of belongings
- Requests to be accompanied to and from school
- Bedwetting
- Nail biting
- Nervous tics
- Sleep walking
- Flinching
- Underachievement
- School refusal
- Temper flare ups
- Physical marks
- Avoidance of certain days
- Psychosomatic illness

Whole school signs

- Graffiti
- Frequent name calling
- Poor attendance
- Pupils appearing to be afraid
- Social exclusion
- Pupils being alone at break times
- Pupils not willing to approach adults

6) STRATEGIES FOR DEALING WITH BULLYING

At St. Mary's CofE Primary School there are five key principles that underpin our procedure for dealing with bullying. These are:

- Never ignore suspected bullying
- Don't make assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up shortly after the intervention and sometime after to check the bullying hasn't resumed

As a school we play a proactive approach in promoting anti-bullying. During the academic year we hold an anti-bullying week to coincide with National Anti-Bullying Week where the whole school focus is on 'Say No to Bullying!'

There are also times, throughout the year, where we welcome visitors to lead assemblies who might offer support to victims of bullying (e.g. Childline, NSPCC). The school's 'No Outsiders' programme also enables the school to address issues of bullying and its effects through the curriculum.

Staff and pupils play a collaborative role in promoting anti-bullying and dealing with instances of bullying throughout the school. The school delivers the KIVA Anti-Bullying programme as part of its provision for Relationships Education in Key Stage 2 and the principles are used from this programme to deal with issues of bullying in Reception and Key Stage 1. In addition, upper Key Stage 2 pupils take on the role of the Junior PCSOs so that they can offer support to children by reporting instances of bullying.

All staff are expected to report any sign of bullying or associated behaviours to the Senior Leadership Team.

If, on any occasion, bullying is reported directly or is suspected of taking place the following procedures should be adhered to:

- Discuss the incident with the victim
- Identify those accused of bullying
- Obtain witnesses if possible
- Advise the Senior Management Team
- Confront the alleged perpetrators to investigate
- If allegations are substantiated implement sanctions appropriate to the incident
- Inform the Head Teacher/Deputy Head Teacher/Assistant Head Teacher
- Inform the parents of the victim and the bully of the details
- Where necessary follow the procedures for making a referral to CASS (as explained in the school's Safeguarding Policy) or contacting the police.

7) WORKING WITH PARENTS

At St. Mary's CofE Primary School we believe in the importance of working in partnership with parents. As such, we ensure that our staff understand the value in meeting and communicating with parents regularly to discuss any concerns.

Parents should make contact with the class teacher initially whenever they have any concerns. The class teacher may decide to involve colleagues in any discussions depending on the nature of the concerns, e.g. school leadership for behaviour incidents, Inclusion for SEN.

When responding to parents it is important that to listen and write down concerns raised. In order to prevent a misunderstanding, staff are encouraged to read back any concerns as they understand them. Parents should be reassured and explained that an investigation will take place. Under no circumstances should a parent be informed of an outcome prior to the member of staff investigating the concern.

8) ROLES AND RESPONSIBILITIES

a) CHILDREN

It is the responsibility of the child to:

- Treat others with courtesy and respect at all times
- Not bully another person in any way
- Respect the differences between themselves and others
- Talk to an adult immediately if they are worried about bullying
- Follow guidance and support provided by staff in helping to support them in improving an incidence of bullying

b) PARENTS/GUARDIANS

The parents/guardians will:

- Raise any concerns that they may have with their child's class teacher
- Support the actions of the school when carrying out investigations/dealing with any incidents

- Promote the anti-bullying work that the school does by sharing in conversations about this at home

c) STAFF

It is the responsibility of all staff (teachers, teaching assistants, lunchtime supervisors, admin staff and site staff) to:

- Report any concerns about incidents which could affect the health or well-being of anyone in the school to the Head Teacher, Deputy Head Teacher or Assistant Headteachers
- Encourage and promote anti-bullying through direct or indirect teaching
- Listen to any child or parent that has any concerns including those related to bullying incidents
- Seek advice from senior leadership in managing and addressing instances of bullying
- Follow all management instructions issued as part of a specific strategy to address the bullying of an individual

d) SENIOR LEADERSHIP TEAM

It is the responsibility of the Senior Management Team to:

- Ensure that the anti-bullying policy is implemented in school and shared with all stakeholders
- Promote anti-bullying in various ways, e.g. through timetabled assemblies, through conversations with children and through display work
- Report to the Governing Body, as necessary, on any bullying issues
- Decide upon appropriate courses of action to stop the perpetrators from continuing
- Liaise with the Local Authority, as necessary, if a period of fixed term or permanent exclusion is required
- Support staff in dealing with bullying incidents and meet with parents as necessary to support the actions of staff members
- Keep accurate records of all bullying incidents
- Ensure that issued management instructions are being followed and any devised strategies are having a positive impact in addressing a case of bullying.

e) GOVERNORS

The Governing Body will:

- Support the Head Teacher in attempts to eliminate bullying from St. Mary's CofE Primary
- Monitor the incidents of bullying that occur and review the effectiveness of this policy through discussion at Governing Body meetings

9) MONITORING AND REVIEW

The Anti-Bullying Policy is reviewed on an annual basis. The Head Teacher monitors the effectiveness of this policy on a regular basis and reports to the Governing Body as appropriate, including by making any recommendations for improvement.

A variety of records are held in school regarding behaviour. This includes records of behavioural incidents and bullying held by class teachers and by the senior management team. If relevant, notes from meetings with pupils and parents are stored. Any information which might relate to Safeguarding is stored with the Designated Senior Leader (DSL) or the Prevent SPOC.

All records are stored in accordance with the school's data protection policies.