

Anti-Bullying Policy

2020

Anti-Bullying Policy Responsibility for monitoring this Procedure: Sara Shepherd <i>(Reviewed annually or in response to changes in legislation or operating procedures)</i>			
Date	Reviewed By:	Role	Date Approved by Governors
July 2020	Sara Shepherd	Headteacher	

Anti-Bullying Policy for St Margaret's CE Primary School and Nursery 2019-2020

Church of England schools have at their heart a belief that all children are loved by God, are individually unique and that the school has a mission to help each pupil to fulfil their potential in all aspects of their personhood: physical, academic, social, moral and spiritual. The aim is that all may flourish and have an abundant life and that schools have a duty to try to remove any factor that might represent a hindrance to a child's fulfilment. All pupils should be able to willingly engage in learning in a safe and welcoming environment. Homophobic, biphobic and transphobic bullying, alongside all forms of bullying can inhibit a pupil's ability to feel safe as well as negatively affecting their foundation for learning. Church of England schools must therefore, implement measures to combat it.

(Valuing All God's Children 2019)

St Margaret's at Hasbury CE operates a 'zero-tolerance' response to all forms of bullying as it is entirely contrary to the values and principles we work and live by, and all members of the school community have a right to work in a secure and caring environment. All stakeholders have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment and, as such, have a responsibility for safeguarding and promoting the well-being of all pupils and staff.

This policy outlines what St Margaret's CE Primary School will do to prevent and tackle bullying. The policy has been drawn up with the inclusion of the school community. We are committed to developing an anti-bullying culture where bullying will not be tolerated.

Definition of bullying

For the purpose of this policy, "bullying" is defined as persistent behaviour by an individual or group, usually repeated over time, with the intention of verbally, physically, emotionally and/or online (Cyber), harming another person or group.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Definition shared with our pupils

'Repeated negative behaviour that is intended to make other pupils feel upset, uncomfortable and unsafe' (Definition from Anti Bullying, Diana Award).

It is generally agreed that a single incident or verbal or physical aggression is not necessarily considered to be bullying – there needs to be evidence of persistent victimisation over a period of time. Similarly, it is not bullying when two children/young people have occasional quarrels or a one off fight.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text messenger, through web sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Vulnerable Pupils

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves.

Vulnerable pupils may include, but are not limited to:

- Pupils with SEND.
- Pupils who are adopted.
- Pupils suffering from a health problem.
- Pupils with caring responsibilities.

Aims and objectives

Bullying is wrong and damages individual children. The school does all it can to prevent it by developing an ethos in which bullying is regarded as unacceptable with the aim to produce a safe and secure environment where all pupils can learn without anxiety.

This policy aims to ensure there is a consistent school response to any bullying incident that may occur.

The aim is to make all those connected with the school aware of our opposition to bullying, and to make clear each person's responsibilities with regard to the eradication of bullying in our school environment.

The school community will:

- Work with staff to identify all forms of bullying.
- Ensure all teaching and non-teaching school staff are trained to recognise and understand how to challenge all types of bullying including homophobic, bi-phobic and transphobic language and behaviour.
- Actively provide systematic opportunities to develop pupil's social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, displays, collective worship, peer support and through school council.
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures, including recording incidents.
- Use a variety of interventions to resolve the issue between those who bully and those who have been bullied.
- Co-ordinate information between different members of staff to ensure trends are tracked and monitored via CPOMs.
- Provide opportunities for children to voice their concerns

The school will follow the following procedures:

- Log all incidents on CPOMs
- Investigate the incident
- Decide on the response and respond within 24 hours whenever possible
- Plan and take action
- Provide on-going support to those as necessary
- Monitor the situation and trends via CPOMs

Involvement of pupils

School will:

- Regularly seek children and young people's views on the extent and nature of bullying through class discussions, collective worship.
- Ensure pupils know how to express worries and anxieties about bullying and who they can talk to in and out of school.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in school.
- Publicised details of help lines and websites
- Offer support to pupils who have been bullied and those who are bullying in order to address the problems they have.
- Invite outside agencies. Companies such as theatre groups, NSPCC

Procedures for pupils

What do you do if you are being bullied?

First of all – don't worry – this can be sorted out. Think about what is happening to you, stay calm. Are you sure you are being bullied? It could be something else that is making you unhappy such as:

- Falling out with friends
- An argument
- A game (that has gone wrong)
- People not letting you join in with a game or activity

These things are important, and they make you sad, but this is not always bullying. If someone is being very unkind, or hurting you – and you don't know why, and you can't stop it – then this is what to do.

It is important that you talk to someone. This could be:

- An adult in school
- An older pupil
- Your friend
- Someone at home
- Someone you trust
- A lunchtime supervisor

Don't keep it to yourself

Liaison with Parents and Carers

School will:

- Ensure all Parent/Carers know who to contact if they are worried about bullying.
- Ensure all Parent/Carer know about our complaints procedure and how to use it effectively.
- Ensure all Parent/Carer know where to access independent advice about bullying.
- Work with all Parent/Carer and the local community to address issues beyond the school gates that lead to bullying, including e safety workshops for parents.

Procedures for Parents and Carers

If a Parent/Carer suspects that their child is being bullied, then the following procedures should be followed:

- Listen to your child. Consider whether this is 'several times on purpose' or whether it is a single incident.
- Talk to your child and find out the facts. Keep a diary of 'incidents'. This will help the school to ascertain the events.
- Encourage your child to tell the child who is upsetting them and what they are doing is not making them feel good and if they don't stop they will tell an adult.
- Encourage your child to inform their class teacher or inform the class teacher directly who will discuss the issue with you and record the key information.
- Approach a member of staff within school, ideally the class teacher.
- Don't try and sort it out yourself by approaching the other child or Parent or Carer.
- Make an appointment, with enough time to talk.
- When talking to the school please do not be aggressive, or lose your temper. A good working relationship between Parents/Carers and school is essential and will help to resolve the situation more quickly.
- Allow time for the class teacher/school to investigate allegations and deal with your concerns and initiate support activities for the children.

Responsibilities

It is the responsibility of:

- School governors to take a lead in monitoring and reviewing this policy.
- Parents/Carers to report incidents as soon as a matter arise.
- Governors, Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.
- Parents/Carer to abide by the policy.

Review date – September 2021