



Anti-Bullying Policy

Review of the policy will take place annually or sooner if necessary.

St Mary's Church of England (A) Primary School promotes the safeguarding and welfare of all students in its care: all policies support the "Safeguarding Policy", are fully consistent with the "Every Child Matters" agenda, and fully support the principles of equal opportunities for all.

This policy has been written using the Staffordshire County Council Model Policy. The model policy has been adapted to fulfil the needs of St. Mary's Church of England (A) Primary School.

Our Values Statement

At St Mary's C.E. (A) Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We believe that everybody has the right to be treated with respect, and that 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 the staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. We recognise that bullying can take many forms:

- **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 focusing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Cyber** - All areas of internet, such as email and social media misuse
Mobile threats by text messaging and calls
Misuse of associated technology, i.e. camera and video facilities

Signs and Symptoms

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
- 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- becomes withdrawn anxious, or lacking in confidence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 unexplained cuts or bruises
- 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 and 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

Goals and Objectives of this Policy

Our Anti Bullying Policy works in conjunction with our Behaviour Policy, and aims to achieve the following:

- All children feeling safe and able to learn, play, and enjoy the company of others.
- All children treated fairly, with respect, and dignity.
- All children to be heard and their emotional concerns taken seriously
- All children aware of what bullying is and is not, and able to report their concerns in the knowledge that action will be taken where appropriate

We aim to achieve this by:

- Taking positive action to prevent bullying from occurring through developing a whole school Christian ethos of care and valuing everyone as an individual.
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes, which will be, required to achieve the above aims.
- 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.

Strategies Employed to Address Issues of Bullying

Procedures

All acts of bullying will be followed up and acted upon by staff.

Children are actively encouraged and regularly reminded to report bullying incidents to staff – see Behaviour Policy.

A thorough investigation of the incident or threats of bullying will take place to determine facts, to support the victim and find out the truth and circumstances around the allegation.

The bully (bullies) will be asked to genuinely apologise to their victim. Other consequences may take place.

If possible, the pupils will be reconciled.

In serious cases, suspension or even exclusion will be considered.

In cases of serious bullying, the incidents will be recorded by the head teacher in the Incident book – see Behaviour Policy.

Parents will be informed and if appropriate will be asked to come in to a meeting to discuss the problem with the Headteacher.

If necessary and appropriate, police will be consulted.

Support will be made to help the child showing bullying behaviours and steps put in place to recognise and change their behaviour – this will usually be done in tandem with the class teacher and head teacher.

Support will be made to the victim(s) of bullying to help build esteem – this will usually be done in tandem with the class teacher and head teacher.

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

Anti – bullying will be taught through our PHSE lessons as part of our two year rolling programme using relevant materials i.e. National Anti-Bullying week resources. If incidents arise the class/ school will discuss the issue if appropriate and remind all to follow our anti bullying policy.

St Mary's C.E. Primary School acts to prevent and counter bullying through a raft of explicit anti-bullying interventions alongside more implicit positive behaviour reinforcement activities. As outlined in our Behaviour Policy, we place a great deal of emphasis on encouraging and supporting children to treat each other and adults with respect and kindness. All staff model positive behaviour through treating children with respect and kindness, listening to children's concerns and by being open and approachable. Staff reward considerate behaviour towards others and make clear the values of respect by which we operate at St Mary's C.E. Primary School.

Children are helped to take responsibility for their actions and just as importantly, to make amends for any misdemeanor. By doing so, the likelihood of bullying behaviour is diminished, as children are called to account for their actions, as well as secure in the knowledge that if they have experienced bullying by others, action is taken by the school.

The school will provide targeted support for children who may be exhibiting bullying characteristics, enabling them to see the impact of their behaviour, and to raise positive self-esteem in such children.

St Mary's C.E. Primary School recognises the UK national Anti-Bullying Week annually – raising awareness of what bullying is and isn't, and how to respond to bullying. Teaching teams reinforce learning throughout the year through weekly PHSE lessons and respond at the time to incidents with their class in line with this policy.