



St Jude & St Paul's
Church of England Primary School

Anti-bullying Policy

Date: Spring 2022

Lead: Headteacher/Deputy Headteacher

Review date: Summer 2024

Our School Vision

'Shine, Encourage, Love and Learn'

Jesus said, "You are the light of the world...let your light shine before others, that they may see your good deeds and glorify your Father in heaven." (MATTHEW 5: 14-16)

*We aspire to **shine** as lights in the world as we journey together. We ask for God's **blessing** to:*

- ***Encourage**, through valuing and celebrating diversity;*
- ***Love**, so that we may flourish as one, nurturing the unique contributions of all, impacting positively on our world;*
- ***Learn**, so that we develop a love of learning, aiming for excellence in all we do.*

Our core values: Forgiveness, Love, Encouragement, Wisdom and Togetherness

Our vision is to ensure that all children and adults in our school community are able to live and work together harmoniously at school and in the wider world. We believe that this can only happen in a happy, safe and secure environment where positive relationships, forgiveness, encouragement and love are at the heart of everything we do.

AIMS

- To fulfill the school's statutory responsibility to respect the rights of children and our whole staff community and to safeguard and promote their welfare.
- To ensure that all members of the school community are safe from bullying and those incidents of bullying are effectively managed.
- To eliminate bullying behaviour and promote a school ethos in which all pupils and adults are safe and able to realise their full potential.
- To ensure the effective management of bullying and to eradicate bullying behaviour.
- To ensure a consistent and effective approach to managing incidents of bullying.
- To raise awareness among staff, parents/carers and pupils about the issue of bullying and the school's attitude towards it and create an environment in which bullying is seen as inappropriate and unacceptable.

OBJECTIVES

- To be proactive in the prevention of bullying.
- To ensure the effective investigation of bullying.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies

used in its prevention.

- To ensure that all members of the school community are clear about their roles and feel responsible for combatting bullying.
- To address the behaviour of those children involved in bullying incidents in a fair and firm manner and to provide support to all involved.

DEFINITION

Bullying is a **persistent, ongoing and repeated** action taken by one or more individuals with the **deliberate intention** of causing pain or distress to another individual or group. In many cases there is an imbalance of power where the target may find it difficult to defend themselves.

Bullying may include any or all of the following actions or behaviours:

- **Physical** - *kicking, punching, slapping, pinching, spitting, biting, pushing or any use of violence.*
- **Verbal** - *swearing, name-calling, teasing, spreading rumours, tormenting, making derogatory comments designed to hurt or cause offence.*
- **Emotional** - *excluding, threatening, tormenting. .*
- **Cyber/Online** - *Email and internet misuse, mobile phone threats and calls, use of associated technology, i.e. camera and video facilities and messaging apps to cause distress.*

Every member of the school community is entitled to protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

As a school we recognise that children sometimes fall out, disagree and argue. We deal with this following our normal sanctions as outlined in the behaviour policy.

LINKS WITH OTHER SCHOOL POLICIES

- Child Protection
- Behaviour Policy & Statement
- Online Safety Policy
- Mental Health and Wellbeing

RESPONSIBILITIES OF ALL STAKEHOLDERS

We take the view that everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the school community.

The Responsibilities of Governors

Our Governors will:

- Support the Headteacher in implementing and reviewing the Anti-bullying Policy.
- Ensure the policy is effective through monitoring and evaluation.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied, and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children, take what they say seriously, and act to support, and protect them.

- Report suspected cases of bullying to a senior member of staff.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Behave in line with the school's vision and ethos and in line with our positive behaviour policy.
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying (refer to appendix 1).
- Advising their children to report any bullying to their class teacher or a senior member of staff, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their child/ren and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying with specific dates/times
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth; point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

PREVENTATIVE MEASURES

The school has adopted a range of strategies to prevent and reduce incidents of bullying, to raise awareness of bullying and to support targeted individuals/groups and those displaying bullying behaviour including:

- Themed Assemblies/Collective worship
- Co-operative group work
- Circle Time
- Circle of friends
- The support group approach/No blame approach
- Conflict Resolution
- PSHE Curriculum
- Friendship Stop
- Playground Friends
- School Council
- Buddying Up
- Visiting Theatre Groups
- Anti-bullying workshops
- Anti-bullying Week activities
- Pastoral Support

- Whole school positive behavior systems
- Implementation of Trauma Informed Practices

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

All staff will respond consistently to all allegations and incidents of bullying. Incidents will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will support all those involved whilst allegations and incidents are investigated and resolved.

How we may manage incidents of bullying behavior:

- Incidents of bullying will be managed in line with our school's Behaviour Policy and Online Safety Policy.
- Staff will listen and speak to all children involved about the incident.
- Appropriate action will be taken quickly to end the bullying behavior.
- Appropriate advice will be given to help the victim of bullying incidents.
- Work will be done with the person engaged in bullying behaviour to help them understand and change their behavior, including investigating the underlying reasons why they may be bullying.
- After the incident has been investigated and managed, each case will be monitored to ensure repeated bullying does not take place.
- Appropriate records will be kept of all incidents.
- Parents and carers will be informed.

APPENDIX 1

1. Some signs and Symptoms of bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these signs and investigate further if a child:

- Is frightened of walking to or from school (begins truanting).
- Becomes withdrawn, anxious or lacking in confidence (feels ill in the morning).
- Begins to underperform in school work.
- Has possessions which 'go missing'.
- Is frightened to say what's wrong.

NB. This is not a definitive list but suggests some of the signs and symptoms. These signs and behaviours could indicate other problems, but bullying should be considered.