

St Mary & All Saints CE Primary School

Anti-Bullying Policy

Policy Date: November 2023 Policy Review: November 2024

Member of Staff Responsible: K Olive

Governor: Tina Massie

*Love each other as I have loved you.
(John 15:12)*

Rationale

School should be a welcoming place for all children. In line with the Church of England's publication, 'Valuing All God's Children' (Autumn 2017), we believe *'that all children are loved by God, are individually unique and that we have a mission to help each pupil to fulfil their potential in all aspects of their personhood: physically, academically, socially, morally and spiritually'*.

Our aim is that every child should flourish whilst at St Mary's irrespective of race, culture, gender or need. Everyone should feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at St Mary & All Saints School.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone, including cyber-bullying.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Actions to Tackle Bullying

As part of our Christian ethos at St Mary & All Saints, we encourage all children to show respect towards themselves and others and to be polite when dealing with any member of the school community. Pupils are constantly reminded of our core value – Love, and asked to follow Jesus' example and love others as God loves us.

We are though, still vigilant for signs of bullying and always take reports of incidents seriously. We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. This is supported by and reinforced

St Mary & All Saints CE Primary School

through our PSHE scheme of work (JIGSAW) which is taught in each class. It supports children's understanding of the definition of bullying, how to make good choices and how this impacts other people.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents following the school's reporting procedures. The adult who deals with the incident will be responsible for completing a 'Blue Pupil Incident Form' this and will be required to give a copy of the report (Blue Incident Form) and the action taken to the Headteacher / Deputy/Assistant Head/T&L Lead. Older pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher / Deputy/AHT/T&L Lead. If bullying includes racist abuse then it should be reported to the Headteacher to be recorded as a Racial Incident.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil (bully or victim) is involved in bullying another. Role-play and other drama techniques can be used as well as PSHE lessons. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (eg taunting during a lesson) are encouraged to approach the teacher with their concerns at an appropriate time to suit the child. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Setting up a buddy system can be beneficial.

Parental Involvement

The parents of all parties will be informed (in private) of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The pupil exhibiting the bullying behaviour will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

St Mary & All Saints CE Primary School

National Anti Bullying week is held in November of each year and provides parents and children with information about what bullying is and how they should report it. All children are taught they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at St Mary & All Saints, we believe that one case is one case too many and it is essential to regularly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Behaviour Support Service (PRU) to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

Hyperlink to DfEE: "Bullying: Don't Suffer in Silence."

<http://webarchive.nationalarchives.gov.uk/20060213205517/dfes.gov.uk/bullying/>

Reviewed ... by staff and pupils

Appendix One: Pupil Incident Report Form (Blue Form)

St Mary & All Saints CE Primary School

Appendix One

**St Mary & All Saints CE Primary School
Pupil Incident Report Form**

(Blue Form)

Level of behaviour seen *(Circle as appropriate)*:

Stage 2 Stage 3 Stage 4 Stage 5

Name of Pupil:

Year Group:

Date:

Time:

Reporting member of staff (Name):

Details of incident by reporting member of staff:

(Record further information on reverse of sheet if necessary)

Form signed by reporting member of staff:

Does this incident need to be followed up by a senior member of staff? Yes No

Incident reported to (Circle as appropriate): AHT DHT HT

Date form was handed to senior member of staff:

Action taken by senior member of staff:

(To include details of how the incident was dealt with and resolved – written by senior member of staff)

Form signed by senior member of staff:

Form filed:

Date:

Initials: