



## St Peter's Church of England Primary School Anti-Bullying Policy

The Governing Body of St Peter's Church of England Primary School adopted this policy on 24<sup>th</sup> April 2024

Signed: \_\_\_\_\_ (Chair of Governors)

Signed: \_\_\_\_\_ (Head Teacher)

Review every 2 years.

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. 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, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

### What Is Bullying?

We define bullying as any act aimed at a **specific** victim which is deliberately perpetrated to inflict harm on a continual basis. It may be physical, emotional or mental. We recognise that children sometimes have accidents, tease or are unkind and, as one-off events, these do not constitute bullying. These acts are dealt with via our behaviour consequences. If this unkind behaviour continues and results in the 'victim' feeling uncomfortable or unhappy, this is **bullying**.

### Bullying can be, but not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** because of or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

### Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- Age
- Being or becoming a transsexual person

- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race, including colour, nationality, ethnic or national origin including Gypsy, Roma or travellers.
- Religion, belief or lack of religion/belief
- Sex/gender
- Sexual orientation

These are called '**protected characteristics**'.

As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature.

Other vulnerable groups include:

- Bullying related to appearance or health
- Bullying of young carers or looked after children or otherwise related to home circumstances.

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

### **Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all must learn how to deal with these situations and develop social skills to repair relationships.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school's 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.
- Bullying will not be tolerated.

### **The role of Governors**

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of school anti-bullying strategies. The school has a named Governor with the responsibility for anti-bullying.

### **The role of the Head Teacher**

It is the responsibility of the Head Teacher, the named champion for anti-bullying, to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports regularly to the governing body about the effectiveness of the anti-bullying policy during the termly Governing Body meetings.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of the teacher**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a teacher has concerns about a child, then, after consultation with the Head Teacher, the teacher will inform the child's parents. Teachers will apply the school's agreed sanctions and strategies.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of parents**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **The role of pupils**

Pupils who are being bullied should report the incident to their class teacher or any adult who they feel comfortable with within school or their parents, as soon as is possible. Pupils that witness bullying should report it to a member of staff straight away. Pupils who stand by and do nothing are aiding the bully's behaviour.

### **Signs and Symptoms**

A pupil may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a pupil:

- is frightened of walking to or from their school.
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall.
- is unwilling to go to school (school phobic)
- begins to truant.
- becomes withdrawn, anxious, or lacking in confidence.
- changes in behaviours
- 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 schoolwork.
- comes home with clothes torn or books damaged.
- has possessions that are damaged or "go missing".
- asks for money or starts taking money (to pay bully)
- has unexplained cuts or bruises.
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable.
- is bullying other children or siblings.
- stops eating.
- is frightened to say what's wrong.
- 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.

### **Procedures**

1. Report bullying incidents to staff.
2. The bullying incidents will be recorded by staff using CPOMs.

3. In all bullying cases parents will be informed and asked to come in to discuss the problem
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

Bullying incidents are reported to the Governing Body and an analysis presented at the end of the year looking at trends and any bigger picture, to aid with the evaluation of this policy's effectiveness.

### **Outcomes**

1. Appropriate support will be given to both the victim and the bully (bullies). This may include sincere apologies. Other consequences and support will also take place depending on the situation.
2. In serious cases, fixed day or even permanent exclusions will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Prevention**

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly.
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- being involved in the national annual Anti-bullying week

### **Related Documents**

Behaviour Policy

School Vision and Aims

Equality Information and Objectives

Safeguarding and Child Protection Policy

## **RESOURCES**

### **HELPLINES AND INFORMATION**

#### **Kidscape**

Offers ZAP Assertiveness Training helping to restore the confidence of victims of bullying. Holds an annual bullying conference for those involved in the teaching profession, parents and other interested parties.

Helpline: 08451 205204

Tel: 020 7730 3300

Fax: 020 7730 7081

For general enquiries only, email: [webinfo@kidscape.org.uk](mailto:webinfo@kidscape.org.uk)

Website: [www.kidscape.org.uk](http://www.kidscape.org.uk)

#### **Childline**

Free 24-hour helpline for children and young people in the UK. It also has a dedicated bullying web page and printable resources.

24-hour free helpline: 0800 1111

Childline Scotland runs a dedicated bullying helpline.

(Mon-Fri 3.30 pm): 0800 441111

Website: [www.childline.org.uk](http://www.childline.org.uk)

#### **Bullying Online**

Dedicated website that tackles all issues surrounding bullying for children, parents and anyone working with children.

- 24-hour email helpline: [askus@familylives.org.uk](mailto:askus@familylives.org.uk) Website: [www.bullying.co.uk](http://www.bullying.co.uk)

#### **Samaritans**

24-hour helpline for confidential and emotional support.

Helpline: 08457 909090

Email: [jo@samaritans.org](mailto:jo@samaritans.org) Website: [www.samaritans.org](http://www.samaritans.org)

#### **Advisory Centre for Education (ACE)**

Provides information for parents about state education in England and Wales for 5–16-year-olds. It provides information on bullying and other related topics.

For general advice (Mon-Fri 2 pm – 5 pm)

Freephone: 0808 800 5793

Exclusion information line: 020 7704 9822

For general enquiries only, email: [enquiries@ace-ed.org.uk](mailto:enquiries@ace-ed.org.uk) Website: [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

#### **Department for Education (DfE)**

Government website dedicated to bullying for pupils, parents and teachers.

Provides a free anti-bullying pack and resources available on website.

Website: [www.gov.uk/bullying-at-school](http://www.gov.uk/bullying-at-school)

### **Family Lives**

A UK registered charity, which offers support to anyone parenting a child.

Free helpline: 0808 800 2222

Email: [askus@familylives.org.uk](mailto:askus@familylives.org.uk)

Website: [www.familylives.org.uk](http://www.familylives.org.uk)

### **Child Exploitation and Online Protection Centre (CEOP)**

[www.ceop.police.uk/safety-centre](http://www.ceop.police.uk/safety-centre)

### **Education Support**

UK charity dedicated to improving the health and wellbeing of the entire education workforce.

Support line: 08000 562 561 (Anytime Day or Night)

Website: [www.educationsupport.org.uk/helping-you/telephone-support-counselling](http://www.educationsupport.org.uk/helping-you/telephone-support-counselling)