



St Paul's C of E Primary School's Anti-bullying Policy (January 2021)

Mission Statement

The aim of our school is to foster and promote achievement for all within a caring Christian environment. We are proud to be an Anglican school and have strong links with our local church, with which we share a name. The Christian values of loving God and loving thy neighbour are reflected in both worship and the daily life of the school. Christian values are central to the ethos of our school, especially those of community, friendship, forgiveness, courage and thankfulness.

Statement of Intent

At St Paul's, children are taught about the values, attitudes and skills which foster mutual respect and caring for others, creating an effective and caring school. Our mission statement is at the heart of St Paul's and is the basis for all of our policies. Bullying of any kind is unacceptable at our school.

Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. The main types of bullying are:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Racial - racial taunts, graffiti, gestures
- Sexist - unwanted physical contact or sexually abusive comments
- Sexual Orientation - cause of, or focusing on the issue of sexuality
- Cyber - use of texts, emails or any form of online bullying.

It is not bullying when:

- There is no intention to hurt or harm i.e. behaviour is thoughtless or accidental
- Pupils are misbehaving/responding/reacting to one another in retaliation (although this is not bullying, the misbehaviour is serious and will be dealt immediately in school)
- There is a one-off fight/argument between pupils of equal stature or strength
- There is a good reason why others cannot be included in a group activity
- A pupil is called a nickname with which she/he is happy.

Responding to Bullying

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. We have a responsibility to respond promptly and effectively to issues of bullying. If bullying or cyber-bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively.

Aims and Objectives

- All governors, staff, parents and children should understand what bullying is
- All governors and staff should know what the school's anti-bullying policy is
- All pupils and parents should be aware of the procedures to follow in our anti-bullying policy
- To ensure that when bullying occurs it is dealt with in line with our policy
- As a school, we take bullying very seriously - pupils and parents know that they will be fully supported when bullying or cyber-bullying is reported.

Parent/carer Involvement

We encourage parents to let us know if they think that their child is being bullied at school. If bullying is taking place, we meet with parents and jointly agree measures to attempt to solve the problem. The aim of the meeting is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim. We will ensure that:

- Parents are clear about the joint problem-solving focus
- Parents' right to express their opinion is respected and they have an opportunity to have their say
- The meeting is purposeful and end on a positive note.

Prevention of Bullying

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. We ensure that all children are aware of the behaviour classed as bullying and this is updated frequently through assemblies and within lessons. In addition, we undertake activities linked to anti-bullying each year. Children are encouraged to 'tell' if they are being bullied and we have 'Worry Boxes' in each class for children who don't feel that they can speak to someone.

If Bullying Occurs:

- A secure environment is provided in which incidents can be reported confidently
- The bullying behaviour is investigated and the bullying will be stopped quickly
- Incidents will be reported to the Senior Leadership Team
- An electronic log (CPOMS) is kept of bullying incidents
- The pupil who has been bullied is made to feel safe and treated in a respectful manner
- All pupils are made aware/shown that bullying is taken seriously
- The school will protect and support all parties involved
- The person who has bullied will be encouraged to behave in an acceptable way
- The bully/bullies will receive support to change their behaviour
- All incidents will be followed up and monitored.

Staff Support and Training

The school will ensure that all staff receive training on the implementation of this policy. New staff inductions will include policy awareness. Any student teachers, volunteers or regular visitors will also be made aware of our anti-bullying policy.

Assessment, Monitoring, Evaluation and Reviewing

This policy is reviewed on an annual basis by SLT and the Governing Body. The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Regular reviews of the bullying log
- Reviews of the effectiveness of interventions
- Annual school questionnaire for children
- Annual questionnaire for parents
- School Council Review.

This policy should be read in conjunction with:

- Behaviour and Discipline
- SEND and Inclusion
- Single Equality Scheme
- Safeguarding
- Complaints/Parental Concerns.

External Support

Anti-bullying Alliance- www.antibullyingalliance.org.uk

NSPCC- www.nspcc.org.uk

Bullying Online- www.bullying.co.uk

Cyberbullying.org- www.cyberbullying.org

BBC Parental Guidance of Cyber-Bullying- www.bbc.co.uk/school/parents/cyber_bullying