

## **ANTI-BULLYING POLICY**

### **Introduction**

It is a government requirement that all schools have an anti-bullying policy.

DfES guidance defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group wither physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. Stopping violence and ensuring immediate physical safety is obviously a school's first priority, but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. This policy covers all types of bullying including that which relates to gender, race, religion or culture, relates to special educational needs, relates to appearance or health conditions, or relates to home circumstances and lifestyle.

### **Aims and Objectives**

St Mary's CE Primary School Anti-Bullying Policy outlines what our school will do to tackle and prevent bullying. The policy has been drawn up through the involvement of all staff. We aim to develop a school ethos in which bullying is regarded by all the school community as unacceptable.

We aim to produce a safe and secure environment where children can learn without anxiety and where clear methods are in place to reduce the likelihood of bullying.

We aim to make clear each person's responsibilities with regard to the elimination of bullying in our school.

### **Our school community;**

- Discusses, monitors and reviews our anti-bullying policy regularly.
- Supports all staff to promote positive relationships and identify and deal with bullying appropriately.
- Ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; that pupils adhere to the anti-bullying policy.
- Reports back to parents and carers regarding their concerns about bullying and deals promptly with issues. Parents also work with school to uphold the policy.
- Seeks to learn from good practice regarding anti-bullying elsewhere and makes use of LA support and that of other organisations as appropriate.

**Date of policy: Spring Term 2021**  
**Review date: Spring Term 2023**

## **ANTI-BULLYING POLICY** (continued)

### **Identifying and responding to bullying**

Our school community will:-

- Work together and with outside agencies as necessary to identify all forms of prejudice driven bullying.
- Provide systematic opportunities to develop pupils' social and emotional skills, including resilience.
- Consider all opportunities for addressing bullying including through curriculum, displays, peer support, School Council, drama and role-play, circle time and PSHE & C.
- Train staff to identify and recognise incidents of bullying and to follow school policy and procedures.
- Support children through use of a trained counsellor.
- Report incidents to parents and invite them into school to discuss problems.
- Ensure that when any bullying takes place between members of a class, the teacher and the Pastoral Support Team will deal with the issue immediately. If a child is repeatedly involved the headteacher will be informed.

### **Involvement of pupils**

We will:-

- Explore children's views on extent and nature of bullying regularly via class and school council and questionnaires.
- Ensure all pupils know how to express concerns about bullying and feel confident to discuss issues with someone they trust.
- Ensure all children are aware of the sanctions which can be applied to those engaging in bullying.
- Involve our pupils in Anti-Bullying activities.
- Publicise details of helplines and websites.
- Offer support to those pupils who have been bullied.
- Work with children who have been bullied in order to identify issues and problems.

**St Mary's CE Primary School**

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## **ANTI-BULLYING POLICY** (continued)

### **Involvement of parents/carers**

We will:-

- Ensure parents/carers know whom to contact if they are concerned about bullying.
- Ensure parents know school procedures in this area.
- Ensure parents/carers know how to access independent advice where necessary.
- Work with parents and community to address issues beyond school which give rise to bullying.

### **Links with other school policies**

This policy and its practice was compiled with due regard to the Equality Act 2010.

This policy also links with other school policies;

- Complaints procedure within School Prospectus
- Behaviour Policy
- Confidentiality Policy within Data Protection Policy

### **Monitoring and Review**

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy, ensures the strategies are implemented, and cultivates a school ethos in which bullying is less likely to occur.

This policy will be reviewed at least once every two years, or earlier if incidents of bullying suggest the need for review. The policy will only be effective if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Signed \_\_\_\_\_ Chair of Governors

Date \_\_\_\_\_