

St. Wilfrid's Church of England Primary School

Anti-Bullying Policy

Our Christian Vision:

Our distinctive Christian vision is to follow Jesus' example, enabling all members of the school family to live and love fully. We believe God loves us all and we develop understanding of the Christian faith and the teachings of Jesus, helping all to flourish in daily life. Rooted in our core Christian values of Wisdom, Perseverance, Trust, Creativity, Respect and Kindness, we provide a safe and supportive environment where children are encouraged to aim high in their academic, personal and spiritual development. We strive to be a school community where everyone belongs, contributes and is equipped to impact the world beyond, demonstrating kindness and love through their behaviour and attitudes.

Let all that you do be done in love (1 Cor 16:14)

Reviewed September 26

STATEMENT

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Bullying in any form, by anyone, will not be tolerated at St. Wilfrid's primary School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground. We believe in eradicating bullying without victimising the bully. Victims will be confident that support will be given and action will be taken against bullies.

Aims and purpose of the policy

This Anti-Bullying Policy was developed in consultation with staff, pupils and governors and is reviewed annually. It is based on the following aims:

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

St Wilfrid's CE Primary School is committed to the welfare, safety and protection of every pupil. Safeguarding and promoting the welfare of children is defined as:

• protecting children from maltreatment;
• preventing impairment of children's mental and physical health or development;
• ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
• taking action to enable all children to have the best outcomes.

Some behaviours may result in peer on peer abuse under the categories of Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE). Staff are aware of the sign that a child is at risk from these forms of abuse and understand how to support them.
Peer-on-peer abuse Guidance on peer-on-peer abuse for all staff has been expanded, emphasising that all staff should understand the importance of challenging inappropriate behaviour between children and young people. Staff should also recognise that downplaying certain behaviours as "just banter" or "boys being boys" can lead to a culture of unacceptable behaviour, an unsafe environment for children and young people and a culture that normalises abuse. Staff should understand that even if there are no reports of peer-on-peer abuse in their school, this doesn't mean it is not happening. If staff have any concerns about peer-on-peer abuse, they should speak to the designated safeguarding lead (DSL) or a deputy.

Reviewed September 26

Related policies
Keeping Children Safe in Education (KCSIE)
Staff Acceptable Use Policy
Pupil Acceptable Use Policy
Behaviour Policy
Safeguarding Policy
Single Equalities Policy
On-line Safety Policy

1. **Definition of Bullying**

2. Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or
- inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone,
- spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

2. Reporting bullying

If a pupil feels they are being bullied they should report this as soon as possible. There are several ways they can do this:

Tell their class teacher
Tell a trusted adult in school
Tell their parent/carer
Tell another pupil

Reporting – roles and responsibilities

l Staff
All staff have a duty to challenge bullying (including Homophobic, biphobic and transphobic bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

The Anti-Bullying Leads are:
M Curwen, A Rowe, E Pennington

l Senior staff
The Senior Leadership team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

l Parents/carers

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. Parents/carers should report bullying to the school via the child's class teacher in the first instance and/or involve the Anti-bullying leads vis the school office.

l Pupils

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record the incidence of bullying on CPOMS electronic system and set up a behaviour log.

2. Designated school staff will monitor incident information recorded on CPOMS electronic system, analysing the results of behaviour logs.

3. Designated school staff will produce termly reports summarising the information which the headteacher will report to the governing body.

4. Support will be offered to the target of the bullying from the learning mentor, pastoral support worker, class teacher, buddy system and through the use of restorative justice.

5. Staff will proactively respond to the bully who may require support from the learning mentor, pastoral support worker, class teacher, buddy system or through the use of restorative justice.

6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils wellbeing beyond the school day.
Staff, parents and carers, and pupils must be vigilant to bullying outside if school and report and respond according to their responsibilities outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the behaviour log, and CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

6. Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitors in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted antibullying interventions.

7. School strategies to prevent and tackle Bullying

We use a range of measures to prevent and tackle bullying including:

l Our school vision is at the heart of everything we do and in ***loving each other*** ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

l We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. **See Appendix 1**

l The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

l Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

l Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

l PHSE and Circle Time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

l Stereotypes are challenged by staff and pupils across the school.

l Pupil mentoring and nurture programmes offer support to all pupils.

l Restorative justice systems provide support to targets of bullying and those who show bullying behaviour.

l Pupils are involved in developing school-wide anti-bullying initiatives through consultation with groups, e.g through the On-line Safety Group, pupil questionnaires

l Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8. Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the policy

The head teacher and anti-bullying leads are responsible for monitoring the policy on a day-to-day basis as well as being responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

St Wilfrid's CE Primary School

Anti- Bullying Policy for Children

What is bullying?

In our school a bully is someone who hurts someone more than once, deliberately using behaviour which is meant to hurt, frighten or upset another person.

Bullying can be…..

Emotional: Hurting people's feelings, leaving you out, making you feel bad.

Physical: Punching, kicking, spitting, pushing, theft.

Verbal: Being teased, name calling, being rude.

Racist: Calling you racist names, graffiti.

On-line: Saying unkind things by text, email, social media.

When is it bullying?

Several
Times
On
Purpose



Remember some things you say to someone may be said to try and be funny but it may be hurtful to that person. **Think before you speak!**

Who can I tell?

- ✓ A friend
- ✓ A trusted adult
- ✓ A family member
- ✓ School Council Member
- ✓ Any teacher at school or any adult in school
- ✓ Someone you trust
- ✓ Anybody near you



MOST IMPORTANTLY

If you feel you are being bullied :

Start
Telling
Other
People

If you are bullied:

Do

- ✓ Ask them to stop if you can.
- ✓ Use eye contact and say stop
- ✓ Ignore them.
- ✓ Walk away.
- ✓ **TELL SOMEONE!**



DON'T

- ✘ Do what they say.
- ✘ Get angry.
- ✘ Hit them.
- ✘ Think that it is your fault.
- ✘ Do not retaliate.
- ✘ Hide it.

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What should I do if I see someone else being bullied?

- Don't walk away and ignore the bullying.
- Tell the bully to stop if it is safe to do so.
- Don't stay silent or the bullying will keep happening.
- Don't lose your temper.
- **TELL SOMEONE.**

What happens next….?

The Head Teacher, Governors, Staff and School Council will work together to:

- ✓ Take actions to stop the bullying.
- ✓ Make our school a place where everyone can feel happy. That means no bullying allowed.
- ✓ We will help everyone to get on with each other and we believe that everyone has the right to feel safe and be themselves.