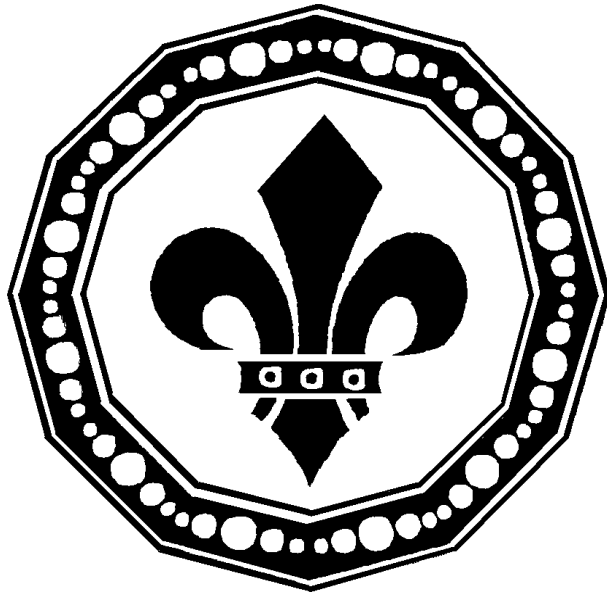


"Flourish for the future"



**ST. MARY'S
CHURCH OF ENGLAND
PRIMARY SCHOOL, WELHAM GREEN**

Anti-Bullying Policy

Date: **March 2024**

Review: **March 2025**

Headteacher – Mr A D Petty

Chair of Governors – Mrs S Hoile

We are a welcoming Christian community where every child has the chance to flourish. We bring and share joy, inspire daily and creatively equip children for the future. We're thankful for all that God has provide; proud of where He has placed us; and excited about the potential to come.

All the policies of St Mary's C of E Primary School reflect the Christian vision, aims and values of the school.

We have considered the impact this policy may have on our children with SEND.

This policy has been equality impact assessed to ensure that it does not have an adverse effect on race, gender, age or disability.

Our school aims to ensure that all personal data collected about staff, pupils, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the [General Data Protection Regulation \(GDPR\)](#) and the relevant provisions of the Data Protection Act 2018 (DPA 2018).

This policy applies to all personal data, regardless of whether it is in paper or electronic format.

Introduction

St Mary's CE VA School is committed to providing a safe, positive, valuing and inclusive environment for all our pupils, staff and parents/carers. Our anti-bullying policy and practice is consistent with the Christian values of St Mary's in preparing children for life in an inclusive society. These include incorporating an acceptance of and valuing of difference, the need to cope with difficult individuals and the role of forgiveness.

The following principles inform our anti-bullying approach:

- Bullying and hurtful behaviour is in all circumstances unacceptable.
- All adults in the school community (staff, governors and parents/carers) are expected to present positive role models to children.
- Bullying is a shared problem and staff and parents will need to work together in partnership to resolve incidents.
- The safety and welfare of the children concerned will at all times be central to decisions about actions taken in response to bullying.
- Anti-bullying approaches will be consistent with the values of St Mary's.
- When incidents have been dealt with, all parties should be supported and enabled to move on positively.

What is bullying?

The Anti-Bullying Alliance defines bullying as:

"The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power".

The DCSF document 'safe to learn' (2007) defines bullying as 'behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally'

Direct bullying involves

- Physical attack
- Verbal attack
- Racist abuse
- Sexual harassment

Indirect bullying involves

- Name calling
- Malicious gossip
- Excluding people from social groups
- Damaging property
- Stealing property
- Cyber bullying (via text, email or social network sites) Refer to our E-Safety policy.

Signs of being bullied could include:

- Uncharacteristic behaviours
- Feeling depressed, lonely, nervous or shy
- Lack of interest in food
- Not sleeping

- Feigning illness
- Changes in standards of work
- Not wanting to come to school

Aims of the policy

The aim of our Anti-Bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied.

At St Mary's good behaviour will be encouraged and appreciated. Inappropriate behaviour and bullying is not accepted and will not be tolerated. We positively encourage all pupils to take responsibility for their behaviour and its consequences and to make a commitment to take action to end bullying and provide support for the bullied pupil. Children need to know that any reports of bullying will be taken seriously, handled discreetly and sensitively and that such incidents will be acted upon and dealt with in line with the school's behaviour policy.

Strategies for preventing bullying

All incidents considered to be bullying (as outlined above) are recorded and monitored. The process for recording incidents is used to inform preventative strategies.

At all times children's concerns are our concerns. Pupils are encouraged to express their concerns about themselves and others and to seek help and support whenever they need it. The school's Behaviour Policy details the behaviour standards set within the school. It is important for children to know that procedures are being followed.

Children are taught that each person is special and unique and that differences should be celebrated and should not be the focus of negative behaviour. In order to build children's resilience and reduce their vulnerability, pupils are coached and guided in developing coping strategies and in how to respond positively to hurtful behaviour. Pupils are encouraged to look out for each other and to show good witness behaviour by reporting their concerns for others. Guidance is given to pupils who display behaviour which raises concern.

Assemblies are used regularly to reinforce positive anti-bullying messages and to raise issues concerning bullying across the whole school, particularly through promoting positive Christian Values. Activities across the curriculum (largely in Personal, Social and Health Education, and R.E.) encourage positive behaviour and develop pupils' understanding of bullying. Children are encouraged to talk to an adult if an incident occurs. Pupils, parents, staff and governors at St Mary's work together towards the elimination of any form of bullying and the promotion of positive behaviour and relationships. We actively support national initiatives such as anti-bullying week and each member of the school community has pledged to make St Mary's an anti-bullying environment.

Procedures for dealing with incidents of bullying and hurtful behaviour

- All incidents of bullying should be reported to the Headteacher or Deputy Headteacher and all such reports will be taken seriously.
- Incidences, however minor must be recorded on CPOMS.
- Both parties will be listened to and the perspective of the person who feels bullied will contribute to understanding and establishing the seriousness of the incident.
- The parents of both parties will be informed.
- Appropriate sanctions will be used with reference to the nature and frequency of the bullying, age and maturity of the child and the school's behaviour policy. These may include loss of playtimes, detentions, removal from certain activities or possibly exclusion.
- The situation will be closely monitored by the class teacher who will inform and update the Headteacher regularly.

When necessary the school will bring in support from external agencies such as:

- PCSO
- The Attendance Improvement Officer
- Child Protection Advisors
- Educational Psychologist
- Child and family clinic

Roles and responsibilities of the Headteacher, other staff and governors

The **Governing Body** will:

- Seek the advice of the Headteacher on this policy, participate in the annual policy review, and make it available to parents.

The **Headteacher** will

- Ensure that the governing body is advised about the nature and organisation of anti-bullying initiatives and how it reflects the aims and values of the school.

The **Staff** will

- Provide anti-bullying education in accordance with this policy and in a way which encourages pupils to consider their own actions as well as those of others;
- Participate in training to provide anti-bullying education in line with the school curriculum policy;
- Respond promptly and appropriately to the individual needs of pupils. Teachers cannot guarantee absolute confidentiality. Anti-bullying reports may lead to disclosure of a child protection issue. Any teacher in this situation should refer to the confidentiality section of the school's Child Protection Policy.