Anti-Bullying Policy

Together We Believe, Aspire and Achieve

Equality Statement

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations.

We review all policies and procedures we operate to ensure there are no negative equality impacts based on age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation as outlined in the Equality Act 2010. If you feel, on reading this policy that there may be a negative equality impact, please tell us about this. Please also let us know if you need to access this policy in a different format. You can do this by contacting the school office.

Rationale

At St Peter's we actively seek to provide an environment that is safe from all forms of intimidation.

What is bullying?

Bullying usually has three common features: it is deliberate, hurtful behaviour; it is repeated, often over a period of time; it is difficult for those being bullied to defend themselves.

There are three main types of bullying:

1. Physical – eg. hitting, kicking, taking belongings
2. Verbal – eg. name-calling, insulting racist or homophobic remarks (all racial and sexualised incidents are reported to the governors and LA)
3. Indirect – eg. spreading nasty stories, excluding from groups, anonymous (or not) online and/or social media intimidation.

Preventative Measures - maintaining an anti-bullying stance

It is important that the issue of maintaining a safe environment remains a high priority each year, therefore awareness-raising exercises are carried out as part of the school's standard curriculum provision. An anti-bullying programme is run with each class each year during PSHCE lessons, regular circle-time activities and during assemblies. This will be supported by school-wide messages on the issue and three focus events annually – national internet safety day, national anti-bullying week and our school health and wellbeing month.

Also, the PSHCE syllabus is underpinned by our school values and is adapted to incorporate aspects of the National PSHE Society's schemes of work.

Procedures for Dealing with Suspected Incidents of Bullying (first point of call)

All members of the school have a responsibility to recognise potential bullying and to take action when they are aware of it happening; they should treat this seriously and take the following steps:

- if a staff member becomes aware of an incident of suspected bullying, he/she should firstly speak to each child individually to clarify what has been happening, then to potential witnesses and, finally, the whole group (including the victim, if he/she is willing) to try to resolve the issue; at this point, the teacher will notify the SLT and tell the children that if such incidents continue, the headteacher and parents will be involved.

NB: the child(ren) who is worried should be assured that they have acted correctly in reporting the incident/concerns.

Dealing with Incidents of Bullying

If incidents occur after the intervention of staff as detailed above, this should be reported to the headteacher, who will consult with the member of staff to decide upon an appropriate course of further action.

The first step will be to gain a clear understanding of exactly what has been happening by talking to all individuals concerned, including any potential witnesses. Once this has been done, the aim of the intervention will be to stop the abuse; the most effective way this can happen is to ensure that the perpetrator changes his or her behaviour – this is the cause of the damage, is unsafe and must stop. Parents of all children concerned will be notified and a record is kept in the headteacher's Discipline Book.

The perpetrator will be made to recognise that not only are his/her actions damaging to the victim, but that other people in the school do not like the behaviour. He/she will be removed from the classroom/playground environment where the bullying has occurred and will be clearly informed about why they are being 'excluded'. (The offender will be asked to write a letter to the victim, by way of restorative justice, and also a letter home, explaining why he/she is facing sanctions, as a useful way of checking if they understand the reasons clearly).

The victim will be told that we are relieved that the behaviour is out in the open and that it can now be dealt with. He/she will be given advice on how to deal with any future incidents and which members of staff to refer problems to.

Parents/carers will be made aware of the school's Anti-Bullying Policy and the Behaviour and Discipline Policy. When informing the parents/carers of children involved, the headteacher will stress that appropriate disciplinary sanctions will be used if the bullying continues, up to and including permanent exclusion.

How do we encourage our pupils to help prevent bullying?

St Peter's CE Primary is a 'communicative school' and children are encourage to tell an adult if they see, hear or know of another child being subject to suspected bullying.

Pupils know that telling someone about inappropriate behaviour is the best way of everyone keeping safe and also that telling will help the person acting wrongly to improve his/her behaviour choices. Children understand that they have the right to be safe and share the responsibility of looking after others. This means that if they see someone being picked on, repeatedly teased or bullied, they have a responsibility to help this to stop; involving the teachers and other adults is the best way of solving the problem.

At St Peter's we have:

- regular opportunities for pupils to talk about what's going on
- clearly understood, consistent, open and fair responses to poor behaviour choices
- a commitment to constantly reinforcing 'open communication' message
- pupil council representatives who take concerns to the staff each week
- a staff pastoral lead, who carries out daily one-to-one and small group activities with pupils who would benefit from this
- 'Worry Boxes' as standard in school.

Pupils' Charter

All children who attend St Peter's have rights and responsibilities; these are spelt out in our 'Pupil's Charter'.

Online and Social Media Intimidation/Bullying

Staff undertake regular training, in line with the school's Safeguarding and Child Protection Policy, to keep abreast of bullying issues relating to digital media (internet, mobile phones, etc). Any such incidents which affect children at St Peter's CE will be dealt with in accordance with the procedures set out in this policy, and also in both the Safeguarding and Online-Safety Policies.

We will report any serious incidents to the police and/or CEOP (Child Exploitation and Online Protection).

Reviewed – Autumn 2022

Signed - _____ (Chair of Governing Board)

Signed - _____ (Headteacher)