



## **St. Mary's C. E. Primary School, Rawtenstall**

### **Anti-Bullying Policy**

(Updated September 2019)

Mr N Gurman

#### **School Mission Statement**

Based upon our belief of Jesus Christ as the Son of God and Saviour of the World, we will give all children a positive experience of Christianity and learning, whilst retaining a respect for other faiths.

We will promote the spiritual, moral, cultural, mental and physical development of all pupils, within a caring, loving, stimulating and nurturing environment, which is firmly based upon Christian values.

All children will receive a wealth of high quality educational experiences through the positive involvement of school, home and St. Mary's Church.

#### **Aims:**

- To ensure that school provides a safe, open and caring environment for all pupils and staff, and pupils know what to do if they are bullied
- To make it clear that all bullying behaviour is unacceptable and will be challenged
- To make it clear that all reports of bullying behaviour will be recorded and taken seriously
- To ensure that there is a clear and swift response to any report of bullying behaviour
- To ensure that parents are informed of any incident, are listened to and will be kept apprised of how their concerns are being dealt with.
- Promote equal opportunities for all pupils and staff, to ensure the school ethos and culture will prevent discriminatory behaviour in all forms.

## **DEFINITION OF BULLYING BEHAVIOUR**

### **Bullying is:**

- Deliberately hurtful; either physically or emotionally.
- Repeated over a period of time
- Difficult for victims to defend themselves against.
- Bullying may be considered as being racist, sexist or discriminate in any way.
- Bullying may be by individuals or groups.

### **The Main Types of Bullying:**

- Physical e.g. Hitting, kicking or taking belongings
- Verbal e.g. Name calling, insulting or making offensive remarks
- Online/Cyber bullying
- Bullying related to sexual orientation – Homophobia, biphobia, transphobia
- Emotional bullying
- Indirect e.g. Spreading nasty stories, exclusion from groups, spreading malicious rumours or sending malicious e-mails or text messages. This includes all forms of cyber-bullying.

### **Pupil Definition:**

- Being teased or called names
- Being hit, kicked or pushed
- Having money or other things taken from them
- Being ignored or left out
- Being picked on because of gender, race, disability, religion or sexual orientation.
- Prey-based bullying
- Cyber-bullying

### **Recognising A Bully**

Recognising a bully can be difficult

Bullies may:

- Be aggressive
- Lack guilt or remorse for their actions
- Lack empathy

### **Recognising a Victim**

Victims of bully may be:

- Small, shy or anxious children, but not necessarily.
- Children seen as 'different'
- New children to school
- Vulnerable pupils.

### **Staff Responses to Bullying**

- All incidents must be taken seriously
- Take action immediately, but be mindful of going 'over the top' if it is a minor incident
- Offer help and support to the victim

- Deal with the 'bully' (refer to the school behaviour policy)
- Try to get the bully to see the incident from the victim's point of view.
- Inform the headteacher, or senior member of staff, if it is serious. The senior member of staff will take the appropriate next steps (inform parents, applying sanctions, completing bullying form – depending on the circumstances)
- Remain calm throughout.

### **Bullying directed Towards Race, Gender, Sexual Orientation or Disability**

St. Mary's primary school will not tolerate bullying because of Race, Gender, Sexual Orientation or Disability. Stereotypical views will be challenged as pupils learn to view differences in a positive way.

### **Cyber-Bullying**

This is defined as bullying through the use of technology; using mobile phones, e-mails etc and includes:

- Sending threatening or abusive e-mails or texts
- Making and/or sharing derogatory videos etc
- Using social networks/blogs to make insulting comments about individuals or groups.

Electronic information can be spread quickly.

Evidence suggests that this happens outside school but St. Mary's will be pro-active in teaching pupils how to keep themselves safe and the appropriate actions to take if cyber-bullying occurs (refer to schools Online Safety Policy).

### **It is NOT Bullying When:**

- There is no intention to hurt or harm i.e. behaviour is thoughtless or accidental
- There is a one-off fight/argument between pupils of equal stature or strength where there is fault on both sides
- A pupil is called a nickname with which they are happy.

### **Preventative Strategies**

- The school has a positive ethos and creates a school environment where pupils' self-esteem and positive self-image is promoted; school provides a safe environment where everyone has equal opportunities and shared values are embedded.
- Pupils are supervised at all times and staff have a very high regard for and are trained to promote good behaviour.
- A positive playground environment, which is well resourced and a school 'buddying' system support supervised play at lunchtimes.
- Curriculum and assembly activities promote an anti-bullying school environment. (e.g. NSPCC workshops)

- All classes receive age-appropriate discrete Online safety lessons and learn how to recognise, prevent and deal with cyber-bullying; including an annual Online safety week.
- Suspected bullying is never ignored and pupils are actively encouraged to report all incidents of bullying.
- All accounts of bullying related incidents are listened to carefully and a 'problem-solving approach' is adopted to deal with incidents.
- All incidents of bullying are followed up in order to ensure that bullying has not re-occurred.
- The school is part of an anti-bullying alliance and has a Charter for Action.
- Bullying is not tolerated at all in St. Mary's school. All pupils, staff and parents work together to support this statement.

### **Responses to Disclosures, Incidents and Complaints**

All disclosures, incidents and complaints relating to bullying will be reported to the Head Teacher who will undertake a full investigation on each and every separate occasion. These will be recorded on CPOMS so that patterns or repeated incidents can be monitored. The outcomes of these investigations will inform what, if any, action should be taken. Any sanction that may be imposed will be in line with the school's behaviour policy and will reflect the severity of the offence. This may include a fixed term exclusion and in the case of extreme violence, permanent exclusion.

If, as a result of an investigation, it is judged that bullying has taken place the parents of all the pupils involved will be invited into school to discuss fully the disclosure, incident or complaint as well as the sanctions that have been imposed upon the pupil. Parents will also be included in discussions about the most appropriate ways of supporting their child in the future; whether they are the victim of bullying or the perpetrator.

A confidential record of each occasion is made by the Head Teacher and kept securely so that all instances of bullying can be monitored and tracked effectively. These records will be kept until the child leaves the school, whereupon they will be disposed of securely.

### **Monitoring**

All members of the school community will be provided with a clear overview of the anti-bullying policy, including prevention, intervention procedures and practice. The Head Teacher will monitor the policy and its effectiveness regularly and the findings will be reported to the Governing Body. Effectiveness will be judged according to the number of bullying related incidents reported and recorded in school, the responses made by pupils during PHSE sessions, and during online safety lessons and in pupil questionnaires and by parental questionnaires.

Signature of Chair of Governors:

September 2019

Date:

Signature of Headteacher: September 2019

Date of next review: September 2020