



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

### **Anti-Bullying Policy (Updated September 2023) 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.**

#### **School Ethos**

To achieve our aims staff and pupils at St. Mary's will need to work to an agreed set of standards. We wish to create an ethos that celebrates and reinforces achievement of those standards and which identifies the consequences of failure to work towards them. This policy will attempt to balance the rewards and sanctions and create conditions in the school in which effective teaching and learning can take place in an atmosphere of mutual respect.

#### **Standards**

**St Mary's is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats one another with respect and kindness.**

#### **Rights and Values of staff and children**

- 1. To be fairly treated**
- 2. To have respect**
- 3. To be safe**
- 4. To be heard**
- 5. To be able to learn and teach without unnecessary interruption**

## **Aims**

**Bullying of any kind is unacceptable and will not be tolerated at our school. At St Mary's the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.**

**We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in the 21<sup>st</sup> Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.**

**St Mary's are committed to improving our school's approach to bullying and regularly monitor and assess the impact of our preventative measures.**

### **Related Policies:**

- **Equality Policy**
- **Online Safety Policy**
- **Behaviour Policy**
- **Safeguarding Policy**
- **Staff Code of Conduct Policy**
- **Use of Social Media Policy**

## **DEFINITION OF BULLYING BEHAVIOUR**

**Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards and individual or group. The STOP acronym can be applied to define bullying:**

**Several  
Times  
On  
Purpose**

**To summarise 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 nature of bullying can be:**

- **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**

**Bullying can be based on any of the following things. Please note this list is not exhaustive:**

- **Race (racist bullying)**
- **Religion or beliefs**
- **Culture or class**
- **Gender (sexist bullying)**
- **Sexual orientation (homophobic or biophobic bullying)**
- **Gender identity (transphobic bullying)**
- **Special Educational Needs (SEND) or Disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to other vulnerable groups of pupils – e.g. Looked After Children, Young Carers**

**No form of bullying will be tolerated and all incidents will be taken seriously.**

#### **Reporting Bullying**

**Pupils who are being bullied:** If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- **Report to a teacher – their class teacher or any other teacher in school**
- **Tell a playground buddy or friend, who in turn can help them tell a member of staff**

- Tell any other adult staff in school – such as lunchtime supervisors, support staff or the school office
- Tell an adult at home
- Report anonymously via written forms to a member of staff
- Call ChildLine to speak to someone in confidence on 0800 1111

### **Reporting – roles and responsibilities**

**STAFF:** All school staff, both teaching and non-teaching (e.g. midday supervisors, school office staff, site supervisors) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform the class teacher. The following staff members are anti-bullying leads;

**Mr N Gurman – Headteacher**

**Mrs N Ashworth – Deputy Headteacher**

**Mrs K Hughes – KS1 Leader**

**SENIOR STAFF:** The Senior Leadership Team and the Headteacher 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 well-being of all young people. All members of the SLT are also the designated anti-bullying leads.

**PARENTS AND CARERS:** Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff:

**Email:** [head@rawtenstall-st-marys.lancs.sch.uk](mailto:head@rawtenstall-st-marys.lancs.sch.uk)

**Telephone – 01706 216407**

**PUPILS:** Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

### **RESPONDING TO BULLYING**

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

- Staff will record the incident on CPOMS under the category of 'bullying' and send a notification to the Headteacher.

- Designated school staff (Headteacher and Deputy Headteacher) will monitor CPOMS incidents, analysing and evaluating the information.
- The Headteacher will produce termly reports summarising the information and report this to governing body.
- Staff will offer support to the target of bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.
- Staff will decide whether to inform parents or carers and where necessary involve them in any plans of action.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

## **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 the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of the school and report and respond according to their responsibilities as outlined in this policy.

## **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 CPOMS and 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 on CPOMS to monitor for trends and patterns that may need to be addressed on an individual, class or whole school level.

## **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 on CPOMS and monitored in school. The Headteacher will report any incidents to the Governing Body on at least a termly basis. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## **SCHOOL INITIATIVES TO PREVENT AND TACKLE BULLYING**

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

- The RSE and PSHE programmes of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies and half termly focussed themes help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT+ month amongst a range of other events.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies, school council and GIFT teams offer support to all pupils, including those who may have been a target of bullying.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the School Council and GIFT teams, and through the annual pupil voice questionnaires.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

## **TRAINING**

The Headteacher is responsible for ensuring that all school staff, both teaching and non-teaching (including welfare, office staff and the site supervisor) receive regular training on all aspects of anti-bullying policy.

## **MONITORING AND REVIEWING**

The Headteacher is responsible for reporting to the Governing Body (and the LA where applicable) on how the policy is being enforced and upheld, via the Headteacher's termly report. The Governors are in turn responsible for monitoring the effectiveness of the policy via this report and by in-school monitoring such as learning walks and focus groups with pupils.

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

**Date of last review – September 2023**

**Next review date – September 2024**