



## **ANTI-BULLYING POLICY**

The policy has been written after advice from the OCC Anti-bullying lead and the Anti-Bullying Alliance. In addition the children, parents, staff and governors of St. Michael's School have been consulted with the contents and wording of this policy.

### **1. Rationale**

At St. Michael's C.E. Primary School we firmly believe that every child has the right to feel safe, secure and happy in school and in all school activities. We recognise the seriousness of all forms of bullying and the deeply damaging impact it can have on those involved. We recognise the value of talking about bullying and of equipping children with strategies for dealing with bullying should they encounter it.

### **2. Aims**

Through increasing awareness of bullying, we aim to:

- provide a safe environment for our children, where they feel secure, confident and happy
- reduce the incidence of bullying in school
- improve the children's ability to recognise forms of bullying
- equip children with strategies to deal with bullying

### **3. A whole school approach to tackling bullying**

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively; that children feel safe to learn; and that children abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

The approach to tackling bullying is both preventative and reactive.

We use the 'No Outsiders in our School' resources to help to develop an ethos of inclusion and tolerance in our school. We also use the SEAL materials and approach to develop self-awareness, personal management of feelings, motivation, empathy and social skills in all our children. We actively teach children strategies for developing behavioural skills which create positive relationships and the necessary skills for identifying and coping with potential bullying behaviour.

Our whole school ethos both within and outside of classrooms is one based on respect and consideration for all, listening to our own and others' feelings, and a strong behavioural code developed and continually reviewed by our whole school community.

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#### **4. Definition of bullying**

Our school defines bullying as “Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”.

Bullying behaviour is:

- Deliberately hurtful
- Ongoing (it is not the same as random unprovoked aggressive acts)
- Unequal and difficult to counteract by the person being bullied (it involves a power imbalance – this can result from size, number, status or as a result of having access to limited resources)
- Can be indirect or direct
  - physical (e.g. hitting or kicking)
  - verbal (e.g. abuse or name-calling)
  - non-verbal (e.g. gestures and looks)
  - psychological (e.g. excluding or threats)

Bullying behaviour includes: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

We recognise the specific guises and problems associated with cyber-bullying and teach our children how to stay safe. We provide information for parents on the nature and risks of cyber-bullying and on how to help protect and inform their children.

#### **5. Forms of bullying covered by this Policy**

People are bullied for a variety of reasons. Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying

This policy also covers the bullying of school staff, by children, parents or other staff.

There is no hierarchy of bullying and no form of bullying is tolerated at St. Michael's Primary School. We encourage and support all members of our school community to report bullying and are committed to finding solutions that work.

#### **6. Identifying and responding to bullying**

We:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
  - Are pro-active in early identification of pupils who may be at risk.
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**Cultivating Respect, Persevering, and Learning with Courage**

- Use data e.g. deteriorating attendance, poor punctuality, lack of progress and diminishing achievement as potential indicators of vulnerability to, or suffering from bullying.
- Consider emotional, behavioural and physical problems as potential signs of bullying.
- Actively provide systematic opportunities to develop children's social and emotional skills, including their resilience.
- Develop an inclusive culture within our school.
- Consider opportunities for addressing bullying including through the curriculum, through displays, through the work of the pupil anti-bullying ambassadors and through the School Council.
- Train all staff to identify bullying and follow anti-bullying policy and procedures.
- Carefully select appropriate strategies and external support where this is needed.

**7. Dealing with bullying incidents**

Children who experience bullying behaviour will:

- Be encouraged to report a bullying incident or concerns to an adult in school or their class teacher.
- Talk to the head teacher or another member of staff of their choice about their experiences.
- Understand the immediate steps that have been taken to ensure they feel safe again e.g. additional focused circle time.
- Attend a meeting between the child's teacher and/or head teacher and the child's parents to discuss what has happened and agree a programme of support (follow-up discussions planned).

Children who engage in bullying behaviour will:

- Attend a meeting between the head teacher and the child's parents to discuss what has happened and agree a programme of support (follow-up discussions planned).
- Talk with their class teacher about what has happened.
- Take part in individual/small group work to reflect on their behaviour and understand the harm they have caused.
- Take part in individual/small group work to support the development of social and emotional skills and behaviour.
- Be supported to help address any personal issues which may have given rise to their bullying behaviour, such as low self-esteem or problems at home.

For parents / carers

- Assurance that St Michael's School does not tolerate bullying and that the school systems will deal with the bullying in a way that protects their child.
- Clear communication from school about the activities and programmes undertaken with their child.
- Awareness of how to report if they are concerned their child is being bullied or engaged in bullying behaviour.

**For the head teacher, governors and other school staff**

We:

- Promote a school climate where bullying and violence are not tolerated and cannot flourish
  - Continually develop best practice based on knowledge of what works
  - Use cross curricular opportunities to address bullying
  - Are clear about roles and responsibilities in preventing and responding to bullying
  - Are aware of the importance of modelling positive relationships
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**8. Involvement of children**

We:

- Regularly canvass children's views on the extent and nature of bullying
- Ensure children know how to express worries and anxieties about bullying
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve all children in ongoing anti-bullying awareness and campaigns in schools
- Involve all children in reviewing and developing anti-bullying work and policy.
- Publicise the details of helplines and websites
- Offer support to children who have been bullied
- Work with children who have been bullying in order to address the problems they have

**9. Liaison with parents and carers**

We will ensure that parents/carers:

- Know whom to contact if they are worried about bullying
- Know about our complaints procedure and how to use it effectively
- Know where to access independent advice about bullying
- Are canvassed by the school to review our anti-bullying work and policy.

**10. Sources of additional help and information**

- Childline <https://www.childline.org.uk>
- The Anti-Bullying Alliance <https://anti-bullyingalliance.org.uk>
- The NSPCC <https://www.nspcc.org.uk>
- Kidscape <https://www.kidscape.org.uk>

**11. Monitoring and Review**

We will review this Policy at least once every two years, more often if there is an identified need to do so. Children, staff, governors and parents will be involved in reviewing and developing ongoing anti-bullying work.

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

To be reviewed in September 2023

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