St Mary's Bryanston Square CE Primary School

Anti-Bullying
September 2021

"Excellence with Compassion"

'EXCELLENCE WITH COMPASSION'

'Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. And love your neighbour as yourself.' (Mark 12:30-31)

RESPECT | HONESTY | FORGIVENESS | FEELING SAFE | LOVE | CURIOSITY

St Mary's Bryanston Square CE Primary School

"Love your neighbour as yourself"

We are a church school committed to excellence and we endeavour to give all children the opportunity to achieve the highest of standards. Working in partnership with parents, we provide a happy, stimulating environment rooted in Christian values. All are cared for and nurtured spiritually, morally, intellectually, physically, socially and emotionally. We recognise the serious nature of bullying and the negative impact that it can have on the lives of pupils and are therefore fully committed to preventing and tackling bullying behaviour. The Governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. Our school is guided by the Church of England's Document: *Valuing All God's Children* **(updated 2019)** *"Bullying of any kind can have devastating effects on the personal wellbeing, identity-formation and self-esteem of any child or young person. This can have an impact on socialisation and academic achievements"*

1. AIMS AND OBJECTIVES
Through this policy, we aim to:
- create a positive school culture and climate which is welcoming of difference and diversity and is based on inclusivity;
- encourage pupils to disclose and discuss incidents of bullying behaviour in a nonthreatening environment;
- implement education and prevention strategies (including awareness raising measures) that build empathy, respect and resilience in pupils
- promote respectful relationships across the school community;
- explicitly address the issues of online bullying and identity based bullying including in particular, homophobic and transphobic bullying.
- ensure that we are fulfilling our duty under the Public Sector Equality Duty from 2010.

2. DEFINITION OF BULLYING
Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Bullying is recognised as a form of peer on peer abuse.

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- online-bullying
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community
- bullying of those with disabilities or special educational needs

In the context of this policy, placing a one-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour. Other negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's Behaviour Policy

What does bullying look like?

Bullying can include:
- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- online bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?
Specific types of bullying include:
- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation – homophobia/not fitting in with gender stereotypes
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying
- bullying through social media – texting, online messaging

Bullying can also take place between:
- young people
- young people and staff
- between staff
- individuals or groups

In all instances, St Mary's Bryanston Square CE Primary School will not tolerate bullying in any form. All reported incidents will be taken equally seriously and dealt with appropriately involving all parties. We recognise that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying, our school can help to create a safe environment where all pupils are able to learn and fulfil their potential.

3. REPORT AND RESPONDING TO BULLYING
Our school has systems to report bullying for the whole school community (including staff, parents/carers, children and young people). This includes those who are the victims of bullying or those who have witnessed bullying behaviour (bystanders)

3.1 Procedures
The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.

3.2 Recording Bullying

Bullying incidents will be recorded by the member of staff who deals with the incident on CPOMs our school recording system. This will notify a member of the Senior Leadership Team to the issue. The information we hold will be used to ensure individual incidents are followed up. The outcome of how this is dealt with will be recorded and kept on CPOMs. It will also be used to identify trends and inform preventative work in school and development of the policy.

4: ROLES AND RESPONSIBILITIES

Role of the Headteacher

The Head Teacher has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and alongside the PSHE coordinator who will have general responsibility for handling the implementation of this policy.

Their responsibilities are to:
- Develop and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate coordinating strategies for preventing bullying behaviour
- Review and update the policy annually.
- Ensuring that there are opportunities in the curriculum to teach about anti bulling and online safety

Role of governors

- Supporting the Headteacher in all attempts to eliminate bullying from the school.
- Monitoring the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.
- Requiring the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.

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- This information will be presented to the governors in an anonymous format as part of the annual report.

Role of Teaching and Support staff

- Teaching the PSHE sessions, participate in Anti-Bullying Week and explicitly teach online safety as part of Computing curriculum
- All staff watch for early signs of distress in pupils
- All staff listen, assess, act
- Establish Playground Friends or similar as a child's first contact point, if they feel they cannot tell an adult
- Encourage use of worry boxes in school where children can put written notes if they feel they cannot speak about their problem

Role of Parents/Carers
- Recognising that an effective anti-bullying policy requires close partnership between parents, teachers and children
- Discussing the schools rules with their child, emphasising their support of them and assisting when possible with their enforcement
- Attending Parents' Evenings, coffee mornings parents' functions, and by developing informal contacts with the school
- Knowing that learning and teaching cannot take place without sound boundaries
- Remembering that staff deal with behaviour problems patiently and positively
- Recognising that there is always another side to the story and to find out all the facts before reaching conclusions
- Allowing the school to deal with them and NOT dealing directly with other children and parents
- Speaking directly to the class teacher.

This policy has been written in line with Department for Education guidance for 'Preventing and tackling Bullying' July 2017.

Sasha Marius-Beeko – September 2021
Approved by Headteacher
To be approved by governors 27th September 2021
To be reviewed annually.