

'Shine like stars in the world.'
Philippians 2:15



St Paul's CE Primary School

Anti-Bullying Policy

Our Vision

Our school is one family, united in love and deeply rooted in our Christian values, where together on life's journey we flourish, striving for excellence in all that we do. Inspired by the transformation of St Paul, and enlightened by the glory of God, we will shine like stars to make the world a better place.

Our Core Values

Love, Forgiveness, Faith, Friendship, Hope and Peace.

1 Introduction

Bullying takes many forms. Bullying is the continual, wilful, conscious desire to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion, age, level of educational need or background. This could be short-term or could continue over years. Bullying can be overt or subtle intimidation.

The main sorts of bullying are:

Physical – unwanted physical contact whether it be hitting, kicking, taking or hiding another's possessions making the individual feel intimidated or threatened.

Verbal – sexually explicit and abusive comments, name-calling, teasing, insulting, writing unkind notes

Indirect – spreading stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones and other social media/networks.

2 Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

We aim to create an atmosphere where pupils feel they will be listened to, sensitivity will be shown and swift action taken.

We aim to create a school climate of mutual support and praise for success, so making bullying less likely. We believe that where children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The policy applies child/child, adult/child and adult/adult.

3 Preventing Bullying

Staff are provided with relevant training.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If the behaviour continues they should contact the DSL or deputy DSL. If they remain dissatisfied, they should follow the school's complaints procedure.

ST PAUL'S CE PRIMARY SCHOOL
ANTI-BULLYING POLICY

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

Pupils should tell an adult if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire and during the activities organised for Anti-Bullying week.

The school council discusses bullying and anti-bullying strategies during its cycle of meetings.

Anti-Bullying week (Friendship week) in November will be identified through promoting kindness and activities during the week involving all children.

4 Recording and taking action against incidents of bullying

All staff take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, and incidents they are aware of in school involving children in their class. All staff are to record all incidents of bullying on CPOMS. If a member of staff witnesses an act of bullying, they will investigate it themselves and then refer it to the child's teacher. The staff member who witnessed or dealt with the incident must record this on CPOMS. All staff will do all they can to support the child who is being bullied.

When any bullying is taking place between members of a class, the teacher / teacher assistant will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future.

All incidents of bullying are recorded on CPOMS.

If a child is repeatedly involved in bullying other children, DSL or deputy DSL will contact the child's parents. These cases will be discussed / monitored to ensure they have been resolved. If this is not the case the child's parents into the school to discuss the situation.

In more extreme cases, for example where these initial discussions have proven ineffective, the Executive Headteacher may feel the bully should be internally excluded from their class. This means that he/she will spend part of the school day supervised by a senior member of staff away from the victim or their class.

Should the bullying continue after this, the Executive Headteacher will consider a fixed term exclusion.

5 Monitoring incidents of bullying

All incidents of bullying are recorded on CPOMS. The governing body and LA are informed of all incidents of bullying.

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ANTI-BULLYING POLICY**

Reviewed by Suzanne Batsford and Clare Cresswell	Autumn Term 2022		
Next Revision (Please highlight as appropriate)	Annual	Bi-annual	Tri- annual
To be reviewed	Autumn Term 2024		