

St Matthew's Bloxam Church of England (VC) Primary School



Anti-Bullying Policy

September 2024

Let Your Light Shine

Our aims (and values):

- ❖ For forgiveness and reconciliation in safe surroundings (Forgiveness)
- ❖ To seek experiences to spark the confidence to nurture and show delight (Love)
- ❖ To illuminate hopes, dreams and aspirations (Hope)
- ❖ To build humanity through relationships inspired by the glow of others (Friendship)
- ❖ To value everyone through thoughts and actions (Respect)

"In the same way, let your light shine before others that they may see your good deeds and glorify your father in heaven" Matthew Chapter 5 Verse 16

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Everyone has the right to feel safe



Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.

- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

[Related policies- Positive behaviour and relationships Policy, E-Safety, Equality Policy, SEND Policy, CLA/CPLA Policy, Child Protection, PSHE/Protective Behaviours]

1. Definition of bullying

Everyone needs to be fully aware of what bullying is. Bullying and falling out are different. Falling out with people is a natural part of life, experienced by both adults and children. It is OK to be different (we embrace that) and it is even OK to not like someone. It is then natural that we might fall out over differences and dislikes.

Mostly, staff will either work together with children to resolve differences or they will ask them to resolve their problems independently, depending on maturity.

Whichever, we promote the concept of being civil to everyone, regardless of whether we like them or not.

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs or disability (SEND)
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions

- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

2. Reporting bullying

If a child feels like they are being bullied, the first step is to tell someone. They will be asked to fill out a 'Blue Bully Form' (see Appendix 1) which are available in all classrooms and outside *Mrs Jones' Nest. This records what is happening and who they think is bullying them.

We might ask children to keep a diary where they can record any instances of bullying, both inside and outside of school.

Reporting- roles and responsibilities

- Staff. All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

The Headteacher, Deputy Headteacher and Learning Support Mentor are the Anti-Bullying leads within school and blue forms should be passed to them, in the same way CPOMS online forms are.

- Senior staff. The 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 wellbeing of all young people.

Mrs Timson – Headteacher
 Mrs Francis – Deputy Headteacher
 Miss Cartledge – Y1/2 leader
 Miss Hughes – Y3/4 leader
 Miss Blackaby – Y5/6 leader

- Parents/carers. Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

Please report to the child's class teacher, Phase Leader, Deputy Headteacher and Headteacher via the school office.

- Pupils. Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying - they should offer support to the victim and encourage them to report it.

3. Responding to bullying

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

1. Staff will record the bullying on CPOMS and pass to the Headteacher to record the incident on the incident log.
2. Designated school staff will monitor CPOMS and information recorded on the incident log, analysing the results.
3. Designated school staff will produce termly reports summarising the information which the Headteacher will report to the governing body.
4. Support will be offered to the target of the bullying from the Learning Support Mentor.
5. Staff will proactively respond to the bully who may require support from the Learning Support Mentor in **The Nest*, or class teacher or through the use of restorative justice or other programmes.
6. If there is a reoccurrence of the bullying after this, the perpetrator will be asked to do some work with a member of the senior leadership team during their break and/or lunchtime, until that member of staff is certain the bullying will stop.
7. Staff will assess whether parents and carers need to be involved.
8. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

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

5. 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 using informal mechanisms such as a classroom behaviour log (See Appendix 2).

6. 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 and monitored in school, with the Headteacher regularly reporting incidents to the governing body. Prejudice related incidents can also be formally reported to the Local Authority, if deemed very serious and not out of curiosity. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions. Parents of both parties are also informed.

As with all instances of unsafe behaviour, the child who instigated the prejudice will work with a member of staff and the incident recorded as per our record system on a pink form (see Appendix 3) and also be recorded on CPOMS.

7. School strategies to prevent and tackle bullying

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

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. This is available in all classrooms and *The Nest.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupil-led programmes such as Play Leaders, offer support to all pupils.
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups through the school council and pupil surveys.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8. Training

The Headteacher is responsible for ensuring that all school staff (including teaching assistants, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the policy

The Headteacher is responsible for monitoring the policy on a day-to-day basis. The Headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 3 years, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of Last review: Summer term 2023

Headteacher signed:

Date:

Chair of governors signed:

Date:

*The Nest is the base used by Mrs Jones, the Learning Support Mentor.

Appendix 3

Blue Bully Form (Blue paper)

Your Name		Date	
Class			

Who is it that you think is bullying you?

It might be one person or a group. Please give their full name if you know them and their class too.

What have they been doing to bully you?

Try to give as much detail as you can and if you know the days, tell us.

What we are going to do next ...

Staff Member	
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Class Behaviour Log

Year : Class Behaviour Log

Week Beginning: _____

[illegible]

Appendix 3

Prejudice Related Incident Form (Pink paper)

Alleged Victim(s)		Date	
Class			
Alleged Perpetrator			
Class			
Category of Incident			
Race		Religion	
Disability		Other: Please State	
		Sexual Orientation	

What happened?

Description of the incident. Quote the exact language used.

Why is this behaviour unsafe?

Record what the child says in their own words. Remorse?

How are we going to move forward?

Staff Member

All Prejudice Related Incidents must be reported to county.