



Through God We Achieve

OUR VISION AT ST. STEPHEN'S CE PRIMARY SCHOOL

To deliver outstanding education in a caring community, with God at its centre

'Turning your ear to wisdom and applying your heart to understanding'. Proverbs 2:2

OUR VALUES:

Joy - we provide a happy and stimulating environment, rooted in Christian values

Excellence - we are a church school committed to the highest standards in everything we do

Relationship – we work hand-in-hand with St Stephen's Church as well as our parents and carers

Respect - we enable our children to deepen or realise their own faith and respect the freedom of others in their beliefs

Nurture – our children are cared for spiritually, morally, intellectually, physically, socially and emotionally

Anti-Bullying Policy

Action	Policy to be reviewed as required and at least annually		
	Owner	Date	Completed
Updated	SLT	May 2021	✓
Next Review	SLT	May 2022	
Approved	-		

Introduction

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in our school environment. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available to them at school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

This includes the same unacceptable behaviours expressed online and can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. There are several pieces of legislation, which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These include but are not limited to the; Education and Inspection Act 2006, 2011, Equality Act 2010, Protection from Harassment Act 1997

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Teachers and other staff members will be kept informed
- Parents will be kept informed
- If necessary other agencies may be consulted or involved, such as Early Help or children's social care if a child is felt to be at risk of significant harm
- Where 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
- Sanctions and support will be implemented in consultation with all parties concerned

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Providing continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened, establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Providing appropriate education and support regarding their behaviour or actions
- If online, requesting that content be removed and reporting accounts/content to service provider
- Sanctioning in line with school Behaviour Policy

Disciplinary steps that can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Fixed-term exclusion
- Permanent exclusion

Preventing bullying

The whole school community will:

- Create and support an inclusive environment, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required
- Openly discuss differences between people that could motivate bullying such as children from different family situations, such as looked after children, religion, disability, gender, sexuality or appearance related difference
- Challenge practice and language (Including banter) which does not uphold the school values of tolerance, non-discrimination and respect towards others
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying
- Actively create safe spaces for vulnerable children and young people
- Celebrate success and achievements to promote and build a positive school ethos
- Ensure anti-bullying has a high profile throughout the year reinforced through key opportunities such as anti-bullying week
- Provide systemic opportunities to develop pupils social and emotional skills including building their resilience and self-esteem
- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, displays, peer support, the school council, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour

Involving pupils

We will

- Consult pupils about this policy and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas pupil views on the extent and nature of bullying
- Ensure all pupils 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 pupils in anti-bullying campaigns in school
- Address bullying as part of the Relationships and Health Education curriculum
- Publicise the details of internal support, as well as external helplines and websites
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involving parents and carers

We will

- Make sure that key information about bullying including policies and named point of contact is available on the website
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying
- Ensure parents work with the school to role model positive behaviour for pupils both on and offline
- Ensure parents know about the complaints procedure to raise concerns in an appropriate manner

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. Any issues identified will be incorporated into the school's action planning

Contact the head teacher Michael Schumm (head@ststephensce.lbhf.sch.uk) with any questions about bullying and/or the school's anti-bullying policy.