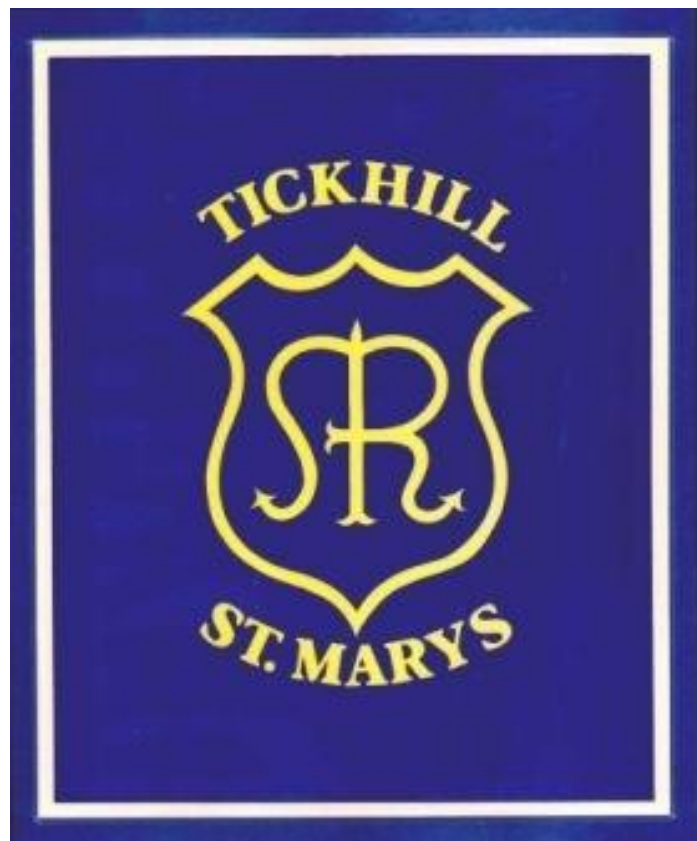


St Mary's C.E. Primary and Nursery School



Anti - Bullying Policy

Growing together, learning together

Monitoring and Review

It is the responsibility of our governing body to agree and monitor our policies. The Curriculum and Standards Team has this responsibility, though the day to day management of it is devolved to the Head Teacher.

As with all our policies, this was developed following a period of practice and consultation before being presented for Governors' consideration.

JMSanderson

Mission Statement

'Here at St Mary's Church of England Primary School, through our Christian values, we aspire to nurture and educate the whole child: caring for their well-being, celebrating their individual talents and abilities whilst encouraging them to become lifelong learners. It is our aim that children, parents and school staff should work together towards this end.'

Equal Opportunities

At Tickhill St Mary's School we are committed to giving all our children every opportunity to achieve the highest of standards. We acknowledge the right of every individual to be treated fairly and with respect regardless of appearance, age, race, gender identity, background, creed, attainment, ability or sexual orientation. We aim to fulfil this ideal through our policies and practice.

Christian Ethos

Tickhill St Mary's School is a Church of England School and, as such, we ensure that the Christian ethos is central to all our policies and practice.

Safeguarding Statement

St Mary's Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment.

Definition of Bullying

At St Mary's Primary School, we believe that bullying is:

The repetitive intentional hurting of one person by another/others where the relationship involves an imbalance of power. It can be carried out physically, verbally, emotionally or through cyberspace (electronically).

- ***Bullying behaviour deliberately causes hurt***
- ***Bullying behaviour is repetitive***
- ***Bullying behaviour involves an imbalance of power***

We believe that bullying is NOT:

- ***Teasing and banter between friends/classmates***
- ***Falling out after a quarrel or disagreement for example, at football***
- ***Behaviour that everyone has agreed to take part in***

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Bullying can take place between pupils, between pupils and staff; or between staff; by individuals or groups; face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation or quite often in the presence of others.

People who are victims of bullying frequently, but not exclusively, are bullied as a result of:

- race, religion or culture
- special educational needs or disability
- appearance or health conditions
- sexual orientation

- gender
- home circumstance including looked-after-children and young carers

Inclusion

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn. St Mary's school policy has given careful consideration to the six equality strands, race, ethnicity, gender, age, religion, disability and sexuality (REGARDS.) This is to ensure that anti-bullying provision is provided in a sensitive and non-judgemental way that will enable all young people, staff and the wider school community to feel valued and included in effective policy and practices. In order to achieve this we have included as wide a cross section of the school community as possible in the consultation leading to the agreement of this school policy.

Statement of Intent

St Mary's believes that:

- bullying is **unacceptable**
- bullying is a problem to which solutions can be found
- seeking help and being open are regarded as signs of strength not weakness
- all members of the school community will be listened to and taken seriously
- bullying prevents pupils achieving to their full potential and affects standards of achievement and aspirations
- everyone has the right to work and learn in an atmosphere that is free from fear
- all of us have a responsibility to ensure that we do not abuse or bully others
- young people should be encouraged to seek support in school if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously
- young people should be involved in decision making about matters that concern them
- we all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse

Aims and Objectives

- To do all we can to prevent bullying by developing a school ethos in which bullying is not acceptable
- To make a safe and secure environment where all can work and learn without anxiety

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- To record any bullying incidents
- To ensure our St Mary's community are fully aware of our procedures and their responsibility towards the prevention of bullying.
- To produce a consistent response to any allegations of bullying
- To use circle time as a safe environment for pupils to voice concerns
- To support and protect victims of bullying and ensure they are listened to
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change

The Role of the Pupils

All pupils must use the 'High 5' principle in any conflict that occurs in school. (Please see appendix 1)
All pupils should feel able to speak freely with a trusted adult in school about any concerns they have and should be encouraged to do so.

All pupils agree to respect the 5 school values which are revisited regularly. (Please see appendix 2)

The Role of the Adults in School

Adults in the school take their responsibility for children in their care seriously. They keep a record of incidents that happen in the classroom or outside in order to monitor their frequency. The class teacher or teaching assistant is the first port of call for the pupils who feel they are at risk of being bullied or who feel they need help because they are bullying. The class teacher will inform parents/carers of suspected bullying issues of which s/he is aware, and is available to discuss any alleged bullying incidents with parents. The adults in the school report any issues to the Head teacher (Mrs Sanderson), Assistant Head teacher (Mrs Over) or Anti-Bullying leader (Mrs Lowe) and may enter any incidents in the behaviour log which is kept electronically. The adults in school have a responsibility to help the pupils in their care to become responsible citizens of their school, which is a positive factor in the prevention of bullying.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement this policy and to ensure that all involved with the school are aware of and agree to it. It is the responsibility of the Head teacher to ensure that any concerns are appropriately dealt with. The Head teacher reports at least annually to the Governing Body on the effectiveness of the policy. The Head teacher also ensures that the issue of bullying is kept in the school's mind by using assemblies, worship time and designated curriculum time within the school year to revisit the issue. All staff promote the school climate of mutual support and praise for effort so that children feel they are welcome and supported in the school. The Head teacher also ensures that where sanctions may become necessary, the school adheres to the school's behaviour policy. The Head teacher is available to discuss any alleged bullying incidents with parents/carers if an issue has not been satisfactorily resolved by discussion with the class teacher and may also contact parents/carers to discuss any areas of concern with regard to bullying.

Recording of Incidents

From September 2009 it is a legal requirement for schools to record all incidents of bullying. To meet this requirement we:

- keep a record of individual incidents of bullying.

- ensure that an annual analysis of the bullying incidents is undertaken by the school including members of the senior leadership team and the governing body.

The Role of the Parents/Carers

Parents/Carers who feel there may be a bullying issue – either to or by their child- should feel at ease to contact the class teacher by letter, email to the school office or in person to make an appointment to discuss the issues. Parents have a responsibility to support the school's anti-bullying policy and a right to

be consulted on its review. They also have a responsibility to actively encourage their child to be a positive member of the school community and to help care for others.

The Role of the Governors

The governing body supports the Head teacher in her execution of their policy to eliminate bullying in the school. The governors require the Head teacher to keep appropriate records, report to them on the effectiveness of their policy and to ensure that all alleged instances of bullying are dealt with according to the agreed policy and practice.

Strategies to Reduce Bullying

The school has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour including:

- To use the High 5 principle (See appendix 1)
- Anti-Bullying worships held by staff
- Co-operative group work
- Circle Time
- Buddy System
- To use the 'Friendship Force' tin that are in every classroom
- PSHE programme
- Self-esteem workshops
- Anti-bullying Week / cyber-bullying week / e-safety week
- Friendship stop in the playground
- Social and Emotional Aspects of Learning – SEAL
- Friendship Force to help at playtime

Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Safeguarding procedures must be followed when any disclosures are made. It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

- The seriousness of the situation and the degree of harm that the pupil may be experiencing.
- The pupil's age, maturity and competence to make their own decisions.

Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/carer.

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An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.

Although the school cannot guarantee confidentiality pupils will be informed of national and local help lines, if appropriate, where confidentiality can be maintained. These can be found in the KS2 anti-bullying display within and outside of the KS2 building.