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.

R Kendrew-Jones

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.

Purpose and commitment

St Mary's C.E. Primary and Nursery School is committed to safeguarding and promoting the welfare of children and young people. We want every member of our school community to feel safe, valued, respected and included.

This policy sets out how we prevent bullying, how we respond when concerns are raised, and how we support everyone involved. It retains the original policy's central commitments: bullying is unacceptable; concerns will be listened to and taken seriously; seeking help is a sign of strength; and the whole school community shares responsibility for creating a safe environment.

Our St Mary's Way

Our five school values are at the heart of how we build positive relationships and prevent bullying. They guide the choices we make, the way we speak to one another and the way we respond when things go wrong.

RESILIENT	Hopeful in the face of challenge.
CURIOUS	Seeking wisdom, knowledge and understanding.
RESPECTFUL	Loving God, ourselves and our neighbours.
ACCOUNTABLE	Taking responsibility, learning and growing.
ACTIVE MEMBERS OF OUR COMMUNITY	Making a difference through justice, compassion and generosity.

Living these values helps us to create a culture in which unkindness is challenged, people are supported and everyone has a sense of belonging.

Definition of bullying

At St Mary's, bullying is behaviour that is deliberate and harmful, happens repeatedly or is likely to be repeated, and involves an imbalance of power that makes it difficult for the person experiencing it to stop it.

Bullying can be carried out by an individual or a group; directly or indirectly; face to face or online. It can occur between pupils, between pupils and adults, or between adults.

What bullying is not

Not every disagreement, friendship difficulty or unkind action is bullying. Children and adults can fall out, disagree or make mistakes. These situations still matter and will be addressed, but the school will consider the circumstances carefully and respond proportionately.

- A one-off disagreement or quarrel is not, by itself, bullying.
- Teasing or banter is not, by itself, bullying, although it becomes unacceptable if someone is hurt, distressed or asks for it to stop.
- Behaviour that everyone has genuinely agreed to take part in is not bullying, although harmful behaviour will still be addressed.

STOP: our simple reminder

S • Several T • Times O • On P • Purpose

If something is happening several times, on purpose, tell a trusted adult.

Forms of Bullying

Physical

Hitting, kicking, pushing, spitting, deliberately hurting someone or damaging their belongings.

Verbal

Name-calling, repeated teasing, threatening, insulting or deliberately using hurtful language.

Emotional or social

Deliberately excluding someone, spreading rumours, embarrassing them, controlling friendships or making them feel frightened or unhappy.

Prejudice-based

Bullying connected to a person's race, ethnicity, religion or belief, disability or additional needs, sex, sexual orientation, gender identity, appearance, health, family circumstances or another aspect of their identity or background.

Online / cyber

Using phones, messaging, social media, games or other digital platforms to send, share or post hurtful, threatening or upsetting content.

Through another person

Using or encouraging another person to carry out the bullying, or sending someone else to say or do hurtful things.

Inclusion and Equality

Every member of our school community is entitled to protection from bullying and to support when concerns arise. We aim to respond sensitively, fairly and without judgement, so that pupils, staff and families feel valued and included.

We will not tolerate bullying or harassment based on who someone is, who they are perceived to be, or the circumstances of their life. We will take particular care to identify and challenge prejudice-based bullying and to ensure that children who may be vulnerable are supported.

Statement of Intent

- Bullying is unacceptable and will always be taken seriously.
- Solutions can be found and support is available.
- Asking for help and being open about worries are signs of strength, not weakness.
- Everyone has the right to learn and work in an atmosphere free from fear.
- Everyone has a responsibility to avoid bullying, challenge unkindness safely and help protect others.
- Children and young people should be listened to and involved in decisions that affect them.
- Our response should protect the person experiencing bullying while helping the person displaying bullying behaviour to understand the impact of their actions, take responsibility and change their behaviour.

Aims and Objectives

- Prevent bullying by developing a school culture in which kindness, dignity and respect are expected.
- Provide a safe and secure environment in which everyone can learn and flourish without anxiety or fear.
- Make sure concerns are easy to raise and are listened to promptly and sensitively.
- Respond consistently and proportionately to allegations and incidents of bullying.

- Record and monitor confirmed bullying incidents and use this information to identify patterns and improve provision.
- Support the person experiencing bullying and help them feel safe, heard and included.
- Support the person displaying bullying behaviour to understand the harm caused, take accountability and develop more positive ways of behaving.
- Teach and revisit anti-bullying messages through worship, PSHE, assemblies, curriculum work and age-appropriate activities.
- Promote the St Mary's Way values as a positive framework for relationships and behaviour.

Roles and Responsibilities

Pupils

- Live out the St Mary's Way values and treat others with kindness and respect.
- Use the school's agreed strategies for managing conflict and seek adult help when needed.
- Tell a trusted adult if they are being bullied or are worried about someone else.
- Do not join in, encourage or share bullying behaviour, including online.
- Be resilient and accountable: ask for help, take responsibility for choices and help put things right where appropriate.
- Be active members of our community by noticing when someone needs support and helping them feel included.

All adults in school

- Take concerns seriously, listen calmly and respond sensitively.
- Act promptly to keep children safe and seek advice from senior leaders where appropriate.
- Record concerns and incidents in line with the school's recording arrangements.
- Maintain appropriate communication with parents/carers.
- Model the St Mary's Way values in language, relationships and decision-making.
- Support the person experiencing bullying and the person displaying bullying behaviour, while keeping safeguarding and safety at the centre of decisions.

Headteacher and senior leaders

- Have overall responsibility for implementation, monitoring and review of this policy.
- Ensure staff understand the policy and respond consistently.
- Ensure significant concerns are appropriately investigated and managed.
- Ensure behaviour and safeguarding procedures are followed where relevant.
- Report to governors on the effectiveness of the policy and patterns or themes arising from recorded incidents.
- Keep anti-bullying work visible through worship, assemblies, curriculum and school-wide initiatives.

Parents and carers

- Contact the school if they are concerned that their child may be experiencing or displaying bullying behaviour.
- Share relevant information and work with the school to resolve concerns.

- Support the school's expectations around respectful behaviour and the St Mary's Way values.
- Encourage their child to be a positive member of the school community and to care for others.

Governors

- Provide oversight and challenge regarding the effectiveness of the school's anti-bullying arrangements.
- Receive appropriate information about patterns and trends in bullying incidents.
- Support the Headteacher in ensuring the policy is implemented, monitored and reviewed.

Responding to a Concern

When a concern about bullying is raised, the school will listen, establish what has happened and consider the circumstances carefully. The response will be proportionate to the seriousness and persistence of the behaviour and will take account of the needs and safety of everyone involved.

1. Listen to the child or adult raising the concern and provide reassurance.
2. Establish the facts as far as possible, speaking to relevant people and considering information from different sources.
3. Consider whether the behaviour meets the definition of bullying or is another form of harmful or unacceptable behaviour that still needs a response.
4. Put immediate safety measures in place where necessary.
5. Record the concern and outcome in accordance with school procedures.
6. Inform parents/carers where appropriate and maintain communication as the situation is monitored.
7. Support the person experiencing bullying and agree practical steps to help them feel safe.
8. Help the person displaying bullying behaviour to understand the impact of their actions, take accountability and change their behaviour.
9. Use appropriate consequences in line with the school's behaviour policy where necessary.
10. Review the situation to make sure the bullying has stopped and that relationships and wellbeing are being supported.

Prevention and Positive Culture

Preventing bullying is part of everyday school life. We do this in the following ways:

- Regular teaching and discussion about relationships, respect, kindness, online safety and bullying.
- Opportunities for pupils to talk about worries in safe and supportive settings.
- Explicit teaching and modelling of the five St Mary's Way values.
- Encouraging pupils to be active members of the community and to support one another.
- Staff vigilance in classrooms, corridors, playgrounds, online spaces connected with school and other less structured times.
- Celebrating positive relationships, inclusion, effort, growth and responsible choices.

Confidentiality and Safeguarding

Children should feel able to talk to trusted adults about bullying and other worries. Staff cannot promise absolute confidentiality. If information indicates that a child may be at risk of harm, safeguarding procedures must be followed.

Staff will listen sensitively and objectively, share information only where appropriate and necessary, and explain to pupils, in an age-appropriate way, when information may need to be passed on.

Recording, Monitoring and Review

The school will maintain appropriate records of confirmed bullying incidents and significant concerns, monitor patterns and review the effectiveness of its anti-bullying work. The existing policy commits the school to recording incidents using CPOMS and undertaking annual analysis involving senior leaders and governors.

- Records will be stored and handled in accordance with the school's information-management arrangements.
- Senior leaders will review patterns, locations, times, types and relevant characteristics to identify preventative action.
- Governors will receive appropriate information about the effectiveness of the policy.
- This policy will be reviewed annually, or sooner if required by changes in school practice or relevant statutory guidance.

Child-Friendly Summary

At St Mary's, everyone belongs. Everyone matters. Everyone deserves to feel safe.

- If you are being bullied: tell a trusted adult. It is not your fault.
- If you see bullying: do not join in; get help and support the person safely.
- Be RESILIENT: ask for help and keep going.
- Be CURIOUS: listen and try to understand.
- Be RESPECTFUL: treat others with kindness and dignity.
- Be ACCOUNTABLE: take responsibility for your choices.
- Be an ACTIVE MEMBER OF OUR COMMUNITY: include others and make a positive difference.