



ANTI-BULLYING POLICY

This policy relates to incidents of bullying between children and should be read in conjunction with the school's:

- Behaviour Management Policy
- Child Protection Policy
- Safeguarding Policy
- The School Council Anti-Bullying Charter

Incidents of bullying between adults will be dealt with in accordance with the Fairness & Dignity at Work Policy.

Mission Statement

**St Peter's – building firm foundations for life
We care for others
We achieve our best
We grow in faith**

Aims

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively.

Definition

We define bullying as the repeated, persistent and deliberate use of verbal or physical antagonism and/or aggression with the intention of hurting or humiliating another person. This often involves an actual or perceived imbalance of power. Bullying may also be perpetrated by bystanders who may actively encourage the bullying or fail to intervene or seek help.

We recognise that vulnerable children and those with SEND may be more vulnerable to peer-on-peer abuse both in the real world and online. Our curriculum fosters respect for others and an understanding of equality, diversity, inclusion and e-safety. We encourage our pupils to seek adult support either directly or anonymously, if they prefer.

Bullying may be:

- Emotional - excluding, tormenting (e.g. hiding books, threatening gestures)
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Physical - pushing, kicking, hitting or any form of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Transphobic - because of, or focussing on the issue of transgender or transsexuality
- Perpetrated in person, online or by using a mobile phone
- Directed towards individuals with physical and/or learning disabilities.

What Children should do if they are being bullied

- Tell an adult at school or someone at home.

What Parents should do if they think their child is being bullied

- Discuss with the class teacher.
- Refer to the Head teacher (or a Senior Leader) if necessary.
- Do not confront any other child or parent/carer.

Procedures

- If bullying is suspected or reported, the incident will be dealt with immediately.
- Staff will listen to the child's concerns.
- A clear account of the incident will be recorded and given to the Head teacher.
- All pupils involved will be interviewed.
- Support and reassurance will be offered to the victim.
- It will be made clear to the bully/bullies that this behaviour is unacceptable.
- Parents of all concerned will be informed.
- Appropriate action will be taken which may include restorative approaches, official warnings, detention or exclusion.
- A timeframe will be set for management of the incident, which will include a meeting with all concerned, the development of an action plan and the setting of an appropriate review date.
- Each case will be monitored to ensure repeated bullying does not take place.
- Further incidents will be dealt with in accordance with the Behaviour Management Policy.

Prevention

We will help children to learn about and prevent bullying by:

- Raising awareness through taking part in Anti-Bullying week
- Assemblies
- Circle Time
- Developing the children's understanding of Equality, Inclusion, British Values and the Prevent Strategy (at an age-appropriate level)
- Reading stories, discussing bullying and why it matters

Intervention - Support for pupils who are bullied

We will support children who are bullied and make appropriate provision for their needs. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher that knows the pupil well, providing more formal pastoral support, engaging with parents, referring to local authority children's services, completing a Common Assessment Framework or referring to Child and Adolescent Mental Health Services (CAMHS). We recognise that a personalised or contextualised approach for more vulnerable children, victims of abuse and some SEND children might be needed.

Monitoring, Evaluation and Review

The number and type of incidents will be monitored by the Headteacher on a termly basis and reported to the Full Governing Body. We will collate this evidence to assess the implementation and effectiveness of the policy.

This policy will be reviewed annually by all stakeholders in the school including the School Council, staff and Governors.

The member of staff responsible for recording and monitoring bullying incidents is the Headteacher, **Richard McKenzie**. In his absence, this duty falls to the Deputy Headteacher.

The member of staff responsible for recording of bullying incidents at playtime is the head lunchtime supervisor, **Debbie Hussey**.

Policy Date:
Review Date:

Autumn 2021
Autumn 2022

Children & Learning