



Together we love to learn
and learn to love

St. Mary's CE Infant School

Anti-bullying Policy

St Mary's CE Infant school is committed to inspiring every individual. We embed the Christian value of love across school life because we believe that a person who feels loved, secure and happy can flourish. We encourage everyone to achieve their potential, develop their talents, celebrate their uniqueness, and rejoice in their relationships with others.

"Do everything in love"

1 Corinthians 16:14

November 2019

Anti-Bullying Policy

The aim of St Mary's anti-bullying policy is to ensure that pupils can flourish in a secure, caring and safe environment without fear of being bullied. Our vision drives our approach to how we encourage children to treat one another and in their relationships with one another.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in our school. We firmly believe that only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at St Mary's.

This policy operates within the context of the St Mary's Behaviour Policy and Equality Policy.

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 main types of bullying are:

- physical (e.g. hitting, kicking, theft);
- verbal (e.g. name calling, racist remarks);
- cyber (e.g. messaging, email, social media);
- indirect (e.g. spreading rumours, excluding someone from social groups).

We use the following age appropriate definition with the children to ensure that they understand the difference between bullying and 'falling out':

Several

Times

On

Purpose

We recognise that pupils who are being bullied, or who believe they 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, lacking concentration or absence from school. Pupils are encouraged to report bullying in school. We also recognise that bullying can present itself in a variety of ways, including; emotional, physical, racial, religious, sexual, verbal, cyber and sexism.

We also recognise that bullying may be taking place outside of school hours. If this sort of bullying is suspected to be taking place, then the school will investigate the incident and contact the parents of the children involved. The school will intervene at the point where it is deemed that the offending behaviour is having an impact on the child.

All staff, including support staff and lunchtime supervisors, are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools:

Headteachers have a legal duty under the School Standards and Framework Act 1998 to take measures to prevent bullying among pupils and to inform staff, parents and pupils of these. In our school, documents that relate to the prevention of bullying include our Behaviour Policy and Behaviour booklet, PSHE (Personal, Social and Health Education) Policy and Scheme of Work.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE activities, e-safety sessions, collective worship and subject areas, as appropriate, in an attempt to prevent such behaviour occurring.

Implementation

School

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 on the 'Notes on a pupil' form and given to the Headteacher.
- The Headteacher will interview all concerned and will record the incident.
- If appropriate the headteacher or member of staff will complete the 'St Mary's repair sheet' with the children, to provide them with opportunities to consider forgiveness and reconciliation. Completed sheets will be placed on the children's files.
- Parents will be kept informed.
- Appropriate measures will be used in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- offering them an immediate opportunity to discuss the experience with a member of staff of their choice;
- being provided with reassurance;
- being offered continuing support e.g. by staff offering words of reassurance and 'checking in' with the child;
- restoring self-esteem and confidence e.g. by pairing children up as 'buddies', positive praise and nurture support if appropriate.

Pupils who have bullied will be helped by:

- discussing what happened and where appropriate complete the St Mary's 'Repair Sheet';
- discovering why the pupil became involved;
- establishing that wrong has been done and the need to change the behaviour;
- informing parents or carers.

In extreme cases the following disciplinary steps may be taken as appropriate:

- minor fixed-term exclusion (e.g. a half day exclusion);

- major fixed-term exclusion (up to 5 days);
- permanent exclusion.

In such instances St Mary's will follow the guidance produced by Oxfordshire Local Authority.

Parents/Carers:

Where aggressive or bullying behaviour is observed or reported, class teachers will speak to parents/carers about their concerns.

Similarly, if parents or carers themselves have any concerns of this nature then we ask them to speak to the class teacher in the first instance as they have a clear understanding of the nature of the relationships in the class. If the situation continues then a meeting with the Headteacher can be scheduled.

Monitoring, evaluation and review:

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

For further information please see the Oxfordshire Anti-bullying page

www.oxfordshire.gov.uk/anti-bullying