

# St Mary's CE Primary Anti Bullying Policy June 2021



Reviewed June 2021

Presented to Governors: .....

Deeply rooted in the love of Jesus we are committed to:-

Creating a happy, healthy and honest school,  
where everyone feels secure and valued.

Providing excellent teaching and learning opportunities  
which develop independent, confident and resilient life-  
long learners who can think for themselves.

Celebrating and supporting all children to unlock and  
fulfil their unique potential.

Preparing children to contribute to society with wisdom,  
hope, tolerance and dignity.

Living by our school values of Love; Honesty; Courage;  
Compassion; Determination and Respect.

Our vision is to inspire and grow a compassionate  
community of excellence.

A happy place for our children to shine for God, for each  
other, and for themselves.

## **Definition**

Bullying is the wilful, conscious desire to repeatedly threaten, frighten, or intimidate someone else. Bullying takes many forms such as: verbal, physical, cyber and psychological. It is important to remember that bullying is **not** when children have the odd fight, quarrel or disagreement.

## **Aims and objectives**

At St Mary's we pride ourselves on our strong Christian Ethos, and our vision, aims and values set the tone for our school. St Mary's Church of England Primary School strive to produce an environment which is free from the fear of bullying and to encourage everyone who forms part of the school to play a significant role in the prevention of bullying. We recognise that children flourish in a safe environment where they feel loved, valued and secure.

Incidents of bullying are logged via CPOMs, and tracked over time. There is zero tolerance for homophobic, biphobic or transphobic bullying and language within our school community. Peer on peer abuse is taken seriously and will not be tolerated.

Our school aims:

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it.

## **St Mary's Anti-Bullying Policy**

The values and beliefs underlying this Policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and works actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

## **Persons covered by this Policy**

All pupils, whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Authority treat bullying among their employees as a potential disciplinary matter.

## **Action to Combat Bullying**

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- The range of rewards and sanctions outlined in the school behaviour and discipline policy, including the methods of acknowledging good behaviour;
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate after-care delivered. St Mary's school will encourage the discussion of and reporting of incidents to MDAs, TAs, HLTAs, teachers and senior management representatives.
- The establishment of a record through which all incidents are collated and periodically reviewed and reported in appropriate quarters;
- Communication of the Policy and its periodic update, in order to ensure that staff, pupils, parents and governors are continuously aware of the Policy and also of their individual responsibilities;
- Examination of preventative measures such as alteration to the school environment, procedures and practices in an effort to reduce the risks of bullying behaviour occurring;
- Staff training to ensure that all responsibilities in respect of this Policy can be delivered in a competent, caring and efficient manner;
- Establishing appropriate staff, pupil discussions in order that current issues with regard to bullying can be discussed on a regular basis.

### **Individual Responsibilities**

It is important that pupils recognise the difficulties, which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced.

In this regard, pupils are expected to:

- Report all incidents of bullying using the procedures in place.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents, which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

### **Parents too can play a vital role by:**

- Stressing to their children the importance of sociable behaviour.
- Reporting any misgivings they have concerning bullying.
- Actively endorsing the Anti-Bullying Policy.
- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully a bully.

**St Mary's School follows anti-discrimination law. This means staff must and will act to prevent discrimination, harassment and victimisation within the school.**