



ANTI-BULLYING POLICY

OUR MISSION

“At St. Anne’s, we aim to be a **caring, Christian school**, within the community, where everyone is **respected and valued**.

To be a school where all individuals are encouraged to build on their strengths and aspire to be the **best they can be.**”

Vision

Our vision has the promise by Jesus of ‘**life in all its fullness**’ at its heart. At St Anne’s, we believe:

- in our children and each other,
- we are uniquely created in the image of God,
- we were made to be awesome,
- that together we are family,
- we were created to live in community,
- in equipping the St Anne’s family to be the best we can be,
- in our individual talents and abilities, and
- we can make a difference.

Our Values

At **St Anne’s CE Primary School** the following core values underpin all that we do. They are reflected in the daily life of the school and our relationships with others.

- Respect
- Thankfulness
- Hope
- Forgiveness
- Love
- Faithfulness

Introduction

Bullying can happen in all schools regardless of age, type, intake or locality. It is a most malicious and vindictive form of anti-social behaviour and can have devastating, long term effects on the victims.

This policy is available at all reasonable times for staff, governors, parents, school inspectors and any other interested bodies. A copy is available on request.

Intent

We seek to create and maintain a climate in school where bullying behaviour is not accepted by any member of the school community. Our policy involves pupils, staff, governors and parents working together towards prevent and eliminate bullying behaviour. It coincides with our whole school Christian values of: hope, respect, love, forgiveness, faithfulness and thankfulness. We endeavour to create a whole school culture of anti-bullying and one where children feel able to reports incidents of such behaviour.

St Anne's will:

- provide a secure environment in which pupils feel able to report incidents of bullying
- demonstrate to all pupils and parents that bullying is taken seriously
- use the curriculum to raise awareness of our views regarding the unacceptable nature of bullying behaviour
- set procedures which enable staff to respond consistently to bullying incidents
- give help and support to victims of bullying
- assist and encourage the bully to change his/her behaviour
- seek the advice of support agencies as necessary
- communicate with parents

Definitions

St Anne's defines bullying as: 'The persistent, deliberate and conscious desire to hurt, threaten and frighten another.'

Bullying is explained as being deliberately hurtful, threatening or frightening, repeated over a period of time, where it is difficult for those being bullied to defend themselves, causes distress to one or more persons, involves an imbalance of power, is persistent and can be deliberately hostile or violent.

The main types of bullying are:

- **Physical** (hitting, kicking, theft)
- **Verbal** (name calling, racist remarks, threatening)
- **Indirect** (spreading rumours, excluding someone from social groups)

- **Online/cyber** (sending inappropriate messages on chat groups, sharing unkind information about someone. Using mobile phones or the internet to deliberately upset someone. This includes peer-on-peer abuse (see below).
- **Homophobic/transphobic/biphobic** – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.
- **Peer- on-peer abuse** - any abusive behaviour that involves sexual harassment/violence, cyberbullying, physical abuse, ‘upskirting’, ‘sexting’ or initiation (see Safeguarding and Child Protection, Online Safety policies)

St Anne’s recognises that bullying can be part of wider safeguarding issues. This may include other forms of abuse e.g. sexual child exploitation, child criminal exploitation, radicalisation, emotional abuse, child on child abuse, neglect. Any of these could be for either the victim or perpetrator.

All cases will be dealt with being mindful of these wider safeguarding issues and will involve other agencies if necessary.

Statutory duty of the school

Headteachers have a legal duty under the **School Standards and Framework Act 1998** to create clear procedures which aim to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. This school policy explains how St Anne’s does this. The Headteacher will keep a record of all reported incidents of bullying and racism. All incidents will be reported to the full governing body in a termly Headteacher’s report.

Signs and effects of Bullying

Pupils who are being bullied may show changes in their behaviour. This may include:

- an unwillingness to go to school,
- requests to be taken to and/or collected from school,
- school work deteriorating,
- lost or damaged property,
- withdrawn behaviour,
- bed wetting,
- having nightmares,
- unexplained minor injuries,
- losing pocket money,
- such as becoming shy and nervous,
- feigning illness,
- unusual absences or clinging to adults,
- evidence of changes in work patterns, lacking concentration or truanting from school,
- giving unlikely and unreasonable excuses for any of the above.

St Anne's believes that every pupil has the right not to be bullied; the right to tell an adult if someone or something is making them unhappy; the right to say 'no' and mean it, and the right to walk or run away without being seen as cowardly.

Pupils will be encouraged to report bullying to staff in school through the curriculum, worship and the pastoral support given to pupils.

All staff will be alerted to the signs of bullying and act promptly and firmly against it in accordance with this school policy.

The bully may be a child who:

- is aggressive towards others has little empathy with their victims,
- enjoys violence and aggression in general,
- is often easily provoked,
- is being bullied themselves,
- copying behaviour from online,
- being coerced into behaving this way,
- may be copying behaviour seen at home.

The bully's motivation may be:

- the power to get their own way,
- the pleasure gained from other people's humiliation,
- a cry for help for their own circumstances,
- as a result of coercion from another.

The victim may be a child who:

- is different to other children. This could be in appearance, beliefs, background, attitudes or attainment (high or low),
- is often more anxious and insecure than other children,
- is often sensitive and quiet,
- is likely to be physically weaker than others,
- will not usually retaliate if insulted,
- or none of the above. Bullying could happen to any child.

The effects of bullying on the individual can be the early signs of distress. For example:

being withdrawn

standards of work are deteriorating

poor/erratic attendance

wanting to stay with adults at playtimes

general unhappiness

periods of isolation

fear of another child
standards of behaviour deteriorating

Responsibilities

Bullying cannot be dealt with unless it is reported, raised and known about.

Pupils: We encourage all pupils to tell an adult if they are being bullied or see someone else being bullied.

Parents: Parents or carers must contact school if they have any worries.

School: Incidents are investigated in a thorough and sensitive way. We are concerned to help both the victim and the bully.

Governors: to ensure procedures are followed correctly in school.

Implementation

The following steps will be taken by St Anne's when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has witnessed it or been approached by the child or parent,
- A clear account of the incident will be recorded on CPOMS tagging 'Bullying' and the Headteacher will be notified promptly,
- The Headteacher will investigate / interview all concerned and will record the stages of this on CPOMS,
- Parents will be kept informed regarding the original incident and the investigations. This will be done as timely as possible,
- Punitive measures will be used as appropriate and in consultation with all parties concerned. This will be in line with the school's positive behaviour policy,
- Other agencies may be contacted to report the incident or to offer support depending on the nature of the incident (s) e.g. Lancashire safeguarding team, online safety team,
- The headteacher will monitor the behaviour and pupils involved in order to prevent further incidents and so that possible emerging patterns are identified.

Pupils who have **been** bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support through the school's pupil pastoral worker
- restoring self-esteem and confidence
- provide restorative sessions with the pupils involved if appropriate

Pupils who **have** bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establish the motive behind the bullying behaviour
- establishing the wrong doing and need to change
- informing parents or guardians to help change the behaviour and attitude of the pupil

The following disciplinary steps can be taken by school:

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Aiming to prevent Bullying

- Within the curriculum the school will raise the awareness of the nature of bullying through the teaching of PSHE, via the school's PSHE curriculum SCARF
- Regular worship / assemblies on respect and tolerance to create an anti-bullying culture
- The school will also raise awareness through cross curricular teaching and teach about other world faiths and cultures
- The school will raise awareness by taking part in Anti-bullying campaigns such as 'Anti-bullying week'
- The school will raise awareness by incorporating the issue into the annual assembly programme.
- Anti-Bullying information and courses for pupils and parents on the school website.

Equal Opportunities

All children regardless of gender, race, age, beliefs, background, ability or disability, have the right to feel safe and secure at school and to be treated equally. (See the Equal Opportunities policy).

Special Needs

Children with special educational needs regarding their behaviour may require the individual and specific attention given via the special needs and/or disability policy (See SEND policy).

Success indicators of this policy:

- are children and adults aware of the policy?
- are high standards of behaviour evident?
- are recorded incidents of bullying being dealt with via the set procedures?
- are sanctions being applied consistently to all children?
- do pupils feel safe and listened to?

Review

This policy will be reviewed annually or before in order to respond to changes in legislation or the school's circumstances.

Next review: November 2023

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-withoutmental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk

- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- **Cyberbullying**
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- **LGBT**
- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- **SEND**
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
- <https://www.specialneedsjungle.com/keeping-children-with-send-from-getting-lost-in-digital-space/>
- **Racism and Hate**
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

CPOMS is the means to record all incident of negative behaviour. If a pattern emerges and bullying is suspected or identified, the form below will be used to compile the incidents and evidence.

Bullying Incident Record

Date..... Time..... Report compiled by

Name of child being bullied:..... Name of child bullying:.....

Details of incident (s) (include names of other pupils involved, witnesses, and location)

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-
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-
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Parents informed

When? By?..... What means?.....

Action taken

For victim:
.....

For perpetrator:
.....

Outcome

.....
.....
.....

All of the above or this form to be also added to CPOMS.

Reported to governing board on:.....