

ANTI-BULLYING POLICY

St Bartholomew's Primary School

Date agreed by Governing Board	November 2024
Signature of Chair of Governors	*Bettina Carlyon*
Signature of Headteacher	*Daniel Meyer*
Date to be reviewed by Governing Board	November 2026

This version supersedes all previous versions of this policy.

. ANTI-BULLYING POLICY

This policy provides the framework through which we will encourage and promote a safe, secure and positive environment in which all pupils and adults can thrive. It is based on the aims and values of the school which are embedded in the strong Christian ethos of St Bartholomew's.

. AIMS AND PRINCIPLES

The aims and principles of this Policy are to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. At St. Bartholomew's the bullying of any individual in whatever form is unacceptable. We take all reports of bullying seriously and always take firm action. We actively encourage children to work against bullying and report any incidents of bullying behaviour. This Policy provides the framework through which these aims and principles are achieved by:

- Encouraging a calm, purposeful and happy atmosphere within school;
- Being clear and raising awareness of what constitutes bullying;
- Ensuring a consistent whole school approach to behaviour;
- Positively supporting all members of the school community.

Our school community will:

- Monitor and review our anti-bullying policy and practice on a regular basis, ensuring that all governors and staff know what the school policy is on bullying, and follow it should bullying be reported;
- Support all staff to promote positive relationships to prevent bullying, and identify and tackle any bullying behaviour appropriately and promptly;
- Ensure that all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises;
- Reassure parents and pupils that they will be supported if bullying is reported.

As a school we take bullying very seriously:

- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn will work with the school to uphold the antibullying policy;
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively so that they feel safe to learn;
- Support all pupils through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other.

This policy has been written based on the guidance in the following documents:

- Lewisham Safeguarding Children Board Multi-Agency Anti-Bullying Resource (August 2014);
- Valuing All God's Children (Church of England Archbishop's Council Education Division) (May 2014).

3. DEFINITION OF BULLYING

Bullying is an anti-social behaviour "by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally" (Preventing and Tackling Bullying – DfE 2014).

Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).

- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – for instance, cyber-bullying via text messages or the Internet.

TYPES OF BULLYING BEHAVIOUR

Bullying behaviour can be direct and indirect. Direct bullying takes place between the victim and the perpetrator(s). Indirect bullying is often associated with social rejection by a wider peer group and more subtle in its nature, for example spreading rumours, or deliberately ignoring the victim.

There are many forms of bullying behaviour including:

- Verbal name calling, insults, jokes, offensive language or comments.
- Physical unprovoked actions such as prodding, pushing, hitting or kicking etc.; theft or harm to belongings.
- Social humiliation through exclusion or rejection by peer group.
- Psychological damaging another's reputation, impersonation, refusal to work/play with another, threatening, revealing personal information, coercion.
- Sexual/behaviour with a sexual element that is harmful and non-consensual which can include sexual comments and name-calling, spreading of sexual rumours, exposing body parts, non-consensual touch.
- Inappropriate and harmful behaviour expressed through digital devices such as the sending of messages by phone, text, instant message, through websites, social media sites and apps. This includes sending offensive or degrading images.

PREVENTION OF BULLYING

As a school we have created an ethos of kindness and tolerance where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Our children are taught about how our actions affect others and the importance of consideration for the feelings of others.

Our school's response to bullying does not start at the point at which a child has been bullied. Our school staff act proactively to gather any information about issues between pupils which might provoke conflict, and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies.

At St Bartholomew's school we will:

- ensure all staff are aware of and follow the school Behaviour Policy;
- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all;
- actively provide opportunities (through PSHCE activities/school values/visits from outside agencies) to develop pupils' social and emotional skills, including their resilience;
- provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns;
- challenge practice which does not uphold the school's values; for example, tolerance, non-discrimination and respect towards others;
- consider all opportunities for addressing bullying in all forms throughout the curriculum (stories, drama and role play) including a range of additional approaches such as through displays, assemblies, events, and the school council;
- regularly update and evaluate our approaches to take into account the developments of technology, and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- train all staff to identify all forms of bullying and to follow the school policy

and procedures (including recording and reporting incidents);
- proactively gather and record concerns and information about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring;
- use a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- work with other agencies and the wider school community to prevent and tackle concerns;
- celebrate success and achievements to promote and build a positive school ethos.

INVOLVEMENT OF PUPILS

We will:
- regularly gather the children's views on the extent and nature of bullying;
- ensure that all pupils know how to express worries and anxieties about bullying;
- ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying;
- involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum (appropriate to their age);
- offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

LIAISON WITH PARENTS

We will:
- make sure that key information about bullying (including policies and named points of contact if parents are worried) is available to parents/carers e.g. website, newsletter;
- ensure all parents/carers know about our complaints procedure and how to use it effectively;
- ensure all parents/carers know where to access independent advice about bullying;
- work with all parents/carers and the local community to address issues beyond the school gates that may give rise to bullying;
- ensure that parents work with the school to role model positive behaviour for pupils.

6. DEALING WITH INCIDENTS OF BULLYING

All incidents of bullying behaviour between pupils are dealt with within the context and ethos of the school's Behaviour Policy. When bullying is reported or suspected the incident is dealt with immediately using the following procedure:

- The adult receiving the information listens appropriately in a quiet place to establish that the incident is one of bullying and being alert to whether there may be a child protection concern.
- Staff will investigate and listen to all parties and witnesses.
- A clear account of the incident is recorded and given to a member of the Senior Leadership Team.
- The child being bullied will be made aware that the incident is being dealt with.
- A member of the senior leadership team will speak with all the individuals involved and will keep a record of the discussion.
- A detailed response to the incident is planned and parents are informed and invited to a formal review meeting.
- Sanctions are used as appropriate and in consultation with all the parties concerned in order to modify and change the behaviour.
- The class teacher(s) are kept informed and monitor the situation regularly informing the SLT of their findings. They will alert to the behaviour of both the bully and the victim.

See also the bullying incident flow chart at Appendix A.

All incidents of bullying behaviour between adults are dealt with within the context of the Southwark Diocesan Board Disciplinary Guidelines. When bullying is reported the incident is dealt with immediately by the Headteacher or the Chair of Governors if the Headteacher is involved in the incident.

. SUPPORTING VICTIMS AND BULLIES

We aim to support both the victim of the bullying and the bullies themselves to enable them to change their behaviour and raise self-esteem.

Children who have been bullied may be supported by:

- Offering an immediate opportunity, where possible, to discuss the incident with a member of staff.
- Reassuring the pupil.
- Sessions working with the Learning mentor if appropriate.
- A school-based mentor.
- Restoring self-esteem and confidence.

Children who have been involved in bullying behaviour may be helped by:

- Discussing what happened.
- Discovering why the child became involved.
- Establishing the wrongdoing and the need to change.
- Discussing the consequences and effects of such behaviour on all involved.
- Sessions with the school counsellor if appropriate.
- Developing positive relationships between school and parents/carers to help change the attitude of the pupil.

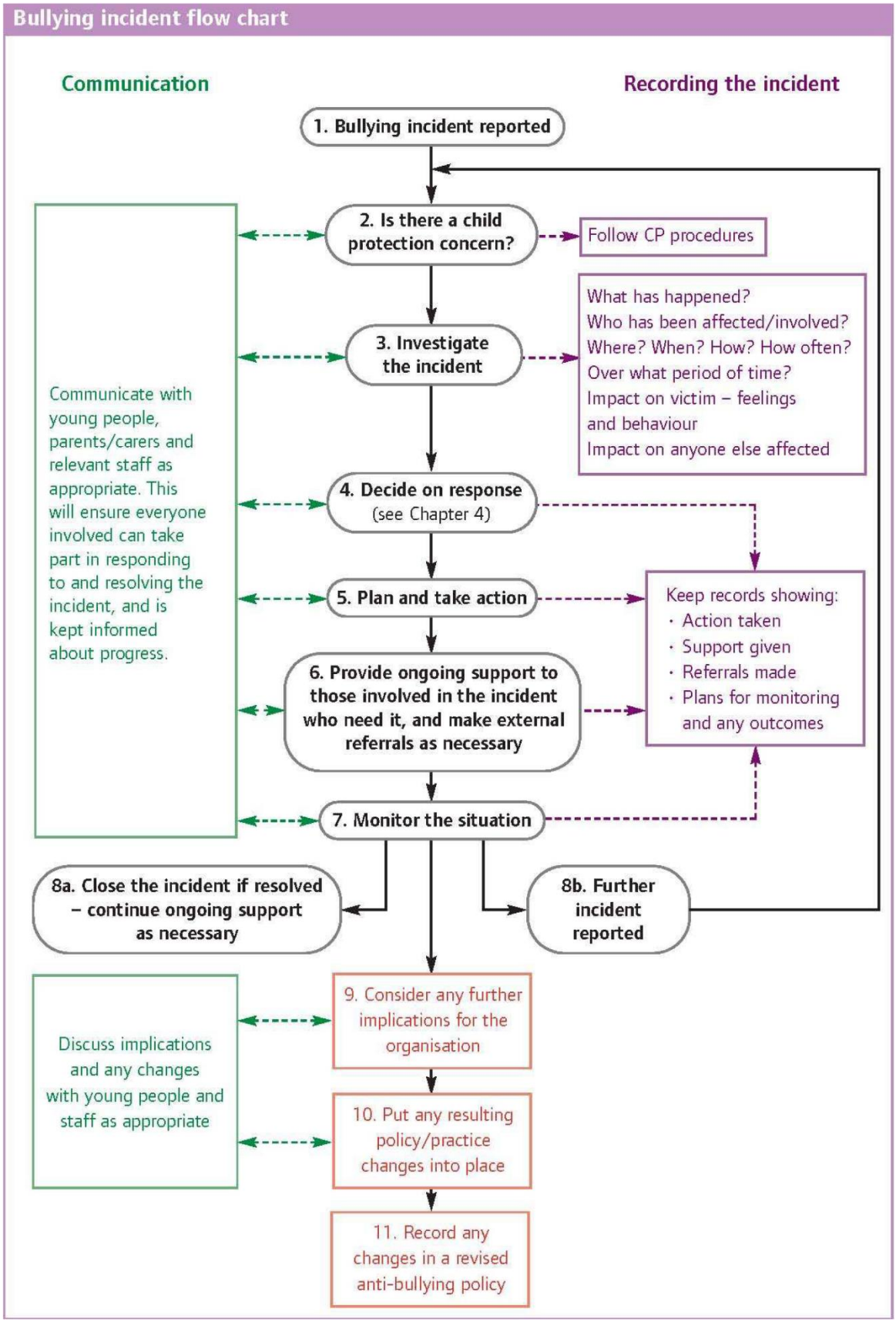
Within the curriculum, the school will raise the awareness of the nature and consequences of bullying through inclusion in PHSE, circle times and subject areas as appropriate.

. MONITORING AND REVIEW

All incidents of bullying will be recorded and where appropriate reported to the Governing Body and Local Authority.

This policy will be reviewed every three years in the light of identified good practice and Government and Local Authority guidelines.

APPENDIX As



Taken from Lewisham Safeguarding Children Board Multi-Agency Anti-Bullying Resource (August 2014)