

ST GABRIEL'S CE PRIMARY SCHOOL

Anti-Bullying Policy



September 2023

Our Christian Vision

Philippians 4:13 I can do all things through Christ who gives me strength.

Our St Gabriel's family nurtures children to develop a sense of self belief, building **courage** to take risks. They develop **friendship** and **respect**, surrounded by God's **love**, steering them to **forgiveness**. They do this with Jesus by their side, guiding them to flourish.

Introduction

At St Gabriel's CE Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fosters good relations between people who share a protected characteristic and people who do not share it.

At St Gabriel's CE Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

This policy is closely linked with our Positive Behaviour Policy, our Child Protection and Safeguarding Policy, our School Code of Conduct and the School's Christian Vision,

Principles

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We value pupils developing respect for others resulting from active listening, trust and Honesty.

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying Definition

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

At St Gabriel's CE Primary School we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;
- Bullying usually happens when the relationship is imbalanced;
- It could be prejudice-based or discriminatory

Types of Bullying

- Verbal – name calling, tormenting, threats, Racism, Homophobia, Transphobia, of a sexual nature or regarding a person's disability.
- Physical – hitting, kicking, spitting, pulling, pushing, biting
- Indirect – spreading rumours, glaring and staring, isolating them from games, writing graffiti notes, refusing to talk to a person. This can cause emotional and social harm.
- Cyber/On-line – bullying through social networking, online gaming, text or direct messaging, photo changing software, emails, prank telephone calls, video hosting sites
- Racist Bullying- This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.
- Homophobic Bullying- This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people
- Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness.

E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website.

Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Code of Conduct

Our School Code of Conduct is regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced. Our Code of Conduct is as follows:

- Be kind, helpful and polite to others
- Be respectful of others; their opinions, feelings and property
- Respect everyone's right to speak and to be heard
- Work quietly to avoid disturbing others
- Care for the school environment and those in it by being tidy, clean and organised
- Use materials and equipment wisely and safely
- Move around the school and grounds safely and sensibly

Responsibilities

We expect our staff to:

- Promote safety, positive relationships and respect at all times.
- Be alert to signs of distress and other possible indications of bullying
- Discuss bullying openly with all classes, including the effects of bullying
- Listen and take time to talk to children who disclose bullying, take what they say seriously and investigate the situation
- Report suspected bullying to the headteacher and record on CPOMS
- Display anti-bullying messages throughout the school
- Seek support from outside agencies if required
- Be a good role model
- Show all pupils respect and treat all equally and fairly
- Be consistent with consequences for bullies, by following the school behaviour policy.
- Communicate effectively with all involved in working with the child, including parents, even if you have little to report
- Boost children's self-esteem by praise, compliments and encouragement

- Safeguard all pupils who report bullying
- Keep school playgrounds highly supervised with staff strategically placed

We expect our pupils to:

- Not suffer in silence, think of people you can turn to at home or at school if you feel you are being bullied
- Be a good friend to all who need one
- Follow the school's positive behaviour policy at all times
- Ensure that they respect the rights of others to be safe, happy and free from harm at school
- Walk away from dangerous situations or places
- Never join in with bullying behaviour
- Not watch bullying behaviour you must walk away and report it
- Tell the truth if asked by a staff member

We expect our parents and carers to:

- Inform the school of any suspected bullying, even if it is not their child
- Co-operate with the school and work together to prevent any long-term damage from bullying
- Promote safety and respect at St Gabriel's CE Primary School
- Advise children not to retaliate through violence towards any situation
- Encourage their child to report bullying to a member of staff
- Be sympathetic and supportive towards their child and reassure them
- If your child has been accused of bullying others, work in cooperation with the school

We expect our governors to:

- Support the staff and head teacher in all attempts to prevent bullying from our school
- To support the ongoing anti bullying work of the school
- Monitor and review the effectiveness of the anti-bullying policy
- Review incidents and trends of bullying

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff.

In any case of alleged bullying, either the class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should fully explained to the

perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Nominated governor for anti-bullying and behaviour is Miss Janet Bailey.

Listening to children

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying.

- Listen to the child
- Take them seriously
- Show empathy
- Let the child know it's not their fault
- Avoid stereotypes
- Reassure them they were right to tell you
- Follow our procedures for reporting concerns

Remember

- Bullying can have a huge negative impact on children – in the short and long term
- Be on the lookout for signs of bullying, and be aware of who might be more vulnerable
- Report any concerns you have
- Take prejudice-based bullying seriously and listen to children affected by it

Adopted by Governors - _____

Signed – Chair of Governors _____

– Headteacher _____