

# St. Martin's Church of England (Aided) Primary School



**St. Martin's**  
C. of E. Primary School  
*Serve one another in love*  
Galatians 5v13

## Anti-Bullying Policy

*'Serve one another in love'*  
*Galatians 5v13*

"St. Martin's School isn't just a school, it's a family. Firmly rooted in the Christian faith, the St. Martin's family will share the love of Christ with our diverse school community – all unique and special, made in God's image, with everyone welcomed and included."

## St. Martin's Church of England (Aided) Primary School

At St. Martin's C of E VA Primary School we are proud of the way our children behave. They care for others and know that they are expected to make positive choices in order that school is a calm and happy place to be. Care represents both our academic attitude as well as our emotional ethos, as we feel that positive relationships form the foundations of both. Children who care and have been taught to care will have the ability to form meaningful and caring relationships, which will provide the foundations to becoming well-rounded members of society. The school understands that behaviour can sometimes be the result of educational, mental health, other needs or vulnerabilities, and will support these needs via an individualised graduated response.

It is important that all staff, children and parents work together in order to support the positive and supportive ethos of our school. This policy should be followed by all members of staff and supply teachers consistently.

This policy intends to outline the policy and procedure for anti-bullying within St. Martin's School. It has been established through consultation with staff, governors and children. In our Church school, our vision is to "serve one another in love". This policy intends to outline how our whole school community lives this out in relation to tackling anti-bullying, including lesbian, gay, bisexual and transgender. We want to make sure everyone feels welcome, happy and safe. Christian values of love, forgiveness and reconciliation are important to how we underpin our relationships in school.

*"Be always humble, gentle, and patient. Show your love by being tolerant with one another" Ephesians 4:2*

Our Christian Values are firmly rooted in this policy.

### Rationale

*"So in everything, do to others what you have them do to you"* (Matthew 7:12) firmly roots our approach within St. Martin's C of E VA Primary School. It underpins all actions taken by children, staff, governors and families. Our school values are rooted deeply in the teaching of Jesus Christ.

The Church of England's Vision for Education references whole heartedly the aspiration to educate the whole child:

*"I came that they might have life, and have it abundantly and in all its fullness"* (John 10:10)

## St. Martin's Church of England (Aided) Primary School

The same Vision articulates the principle of education for dignity and respect, referencing:

*“the basic principle of respect for the value of preciousness of each person, treating each person as a unique individual of inherent worth”* (Church of England, Vision for Education) Page 3.

The key principle and rationale of this policy is to outline, within the teaching of Jesus and the Church of England's Vision for Education how anti-bullying is tackled and challenged at St. Martin's School.

In line with the teaching of Jesus and the Vision for Education, we believe that it is essential that all children are shown that they are cared for and respected across school. Educating the whole child also includes teaching children about anti-bullying.

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect.

Our school is a place where everyone should be able to flourish in a loving and hospitable community. Bullying of any kind goes against everything we state in our vision and ethos and will not be tolerated.

### **Aims of the policy**

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures

### **Definition of bullying.**

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated and is intended to hurt someone emotionally or physically. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. It can happen face to

## St. Martin's Church of England (Aided) Primary School

face or online. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

*"Do not pass by a man in need, for you may be the hand of God to him" Proverbs 3:27*

### **Types of bullying**

The nature of bullying can be, but is not limited to:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion (e.g. demanding money/goods with threats)
- Persistent Bullying

### **Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on our electronic CPOMs log. Where appropriate, follow up actions and sanctions will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using our CPOMs system to ensure that patterns of behaviour can be monitored.

### **Prejudice based incidents**

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the Governing Body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

### **Child on Child Abuse**

As per our Safeguarding Policy, school recognises that children sometimes display abusive behaviour themselves and that such incidents or allegations must be referred on for appropriate support and intervention. Such abuse will not be tolerated or passed off as "banter" or "part of growing up". This abuse could, for

## St. Martin's Church of England (Aided) Primary School

example, include sexual assaults, initiation/hazing type violence, all forms of bullying, aggravated sexting and physical violence experienced by both boys and girls.

The school and its staff will take all possible actions to ensure child on child abuse cannot go unnoticed. Where specific risks are identified, a risk assessment will be undertaken in order to ensure the safety of all staff and pupils. Measures appropriate to the uniqueness of each situation would be put in place to minimise the threat to those concerned. All allegations of peer-on-peer abuse will be treated as a safeguarding concern. Concerns will be investigated and managed in accordance with the school's safeguarding procedures.

### **Causes of Bullying**

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

### **What are the signs and symptoms of bullying?**

There are many signs or behaviours that indicate someone is being bullied. Generally speaking, parents and school staff may notice persistent signs of anxiety that are not the norm for the person concerned. A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child consistently shows any changes to their normal pattern of behaviour.

They may appear as:

- Reluctance to attend or travel to school
- Change to sleep patterns
- Change to eating habits
- Mysterious 'stomach pains' / feeling ill in the morning
- Unusually withdrawn, anxious or lacking in confidence
- Unusually aggressive, disruptive or unreasonable
- Cries themselves to sleep at night or has nightmares
- Unexplained missing or damaged clothes or property

## St. Martin's Church of England (Aided) Primary School

- Hiding or unexplained cuts or bruises
- Afraid to use the internet, email or mobile phone
- Struggling to concentrate / starts to underperform at school
- Changes their use of language e.g starts swearing or using aggressive language for no apparent reason

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

### **Reporting bullying**

We ensure that there is a trusted adult for every child at St. Martin's School and that children know that they can come to an adult at any time to share any concerns.

Ensuring children have a key member of staff to confide in, or share worries with is an essential part of our role and we ensure that all children understand the ways to confide in adults. Activities in the classroom and daily check in times are used to address and unpick issues that may impact upon a group of children, or an individual. Being available to hear worries or reports of bullying is something that is an important role for all staff in school, including lunchtime, after school and office staff.

In order to support children with identifying and tackling bullying, we will:

- Regularly canvas children and young people's views on the extent and nature of bullying through cross curricular lessons, activities and daily 'check in'
- 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
- Publicise the details of help lines and websites
- Offer support to pupils who have been bullied and to those who are bullying in order to address issues or problems they are undergoing.

### **Reporting bullying – roles and responsibilities**

#### **Staff**

All staff at St. Martin's School have a duty to challenge bullying (including HBT – homophobic, biphobic and transphobic bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

# St. Martin's Church of England (Aided) Primary School

## **Senior Leaders and the Headteacher**

The Headteacher along with the Deputy Headteacher and Key Stage leaders have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

## **Parents/Carers/Families**

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. Parents and carers can contact any member of school staff to share their concerns. Parents can share concerns using any of the following:

- Speak to class teachers at the beginning or end of the school day
- Make an appointment to see a member of staff

## **Pupils**

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

## **Responding to Bullying**

When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying incident on CPOMS which will go to the Headteacher and Deputy Headteacher
2. The Senior Leadership Team will monitor incident reporting logs and information recorded and analyse the results
3. Where applicable, termly reports summarising this information will be reported to the Governing Body
4. Support will be offered to the target of the bullying from the class teacher, support staff etc
5. All staff will proactively respond to the bully who may require support.
6. All staff will assess whether parents and carers need to be involved. Staff will ensure a brief record of conversations is kept on CPOMS
7. The Headteacher, in conjunction with SLT, will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

## **Bullying Outside of School**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must

## St. Martin's Church of England (Aided) Primary School

be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

### **School strategies to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

- Our school vision 'to serve one another in love', is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- Ensure all children have a secure knowledge and understanding of the definition of bullying.
- Where appropriate and possible, ensure children know how their concerns will be dealt with and that they are being taken seriously
- All staff will be visible, listen and educate. All adults are aware of their role by being approachable and taking concerns seriously
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions
- Teachers provide regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions
- Daily check in times provide ongoing opportunities to discuss issues that may arise in class and for teachers to target specific interventions
- Stereotypes are challenged by staff and pupils across the school
- Restorative justice and relational systems approaches within the behaviour policy provides support to targets of bullying and those who show bullying behaviour
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate
- Liaise with other members of staff to share details about specific incidents and pupils
- Ongoing education of online safety and how this could become a platform for cyber bullying.



## St. Martin's Church of England (Aided) Primary School

- Children are encouraged to openly discuss emotions and issues within their daily 'check-in' with their class teacher.
- Children are regularly reminded of the importance of not keeping quiet and to 'tell someone'.
- Cyber-bullying is covered in annual work with the NSPCC workshops and a workshop with the local PCSO.

As a school we believe that behaviour is a way of communication, therefore we look at negative and bullying behaviour and tackle this in line with our behaviour policy. We believe that consequences should repair relationships and never seek to shame or ostracize children from their peers, school community and family, as this could lead to further negative behaviours. All adults are responsible for managing behaviours of all children and we have a whole school approach to managing behaviour. We have clear consequences for incidents of each category (please see separate Behaviour Policy document).

### **Evaluating and Reviewing**

The Headteacher and governing body are responsible for monitoring how the policy is being enforced and upheld. This can be done through learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every two years, or sooner if required.

### **Supporting Policies**

This policy should be read in conjunction with the Behaviour policy. If parents have any concerns in relation to the handling of any allegations of bullying, they should speak to the Headteacher in the first instance. Any complaints would be managed in line with the School Complaints Policy.

### **Support Agencies**

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk) 02077303300

Childline – advice and stories from children who have survived bullying 08000 1111

Bullying on line [www.bullying.co.uk](http://www.bullying.co.uk)

Parentline Plus – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

Parents Against Bullying 01928 576152

## St. Martin's Church of England (Aided) Primary School

### Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk)

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A

Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)