St Mary Magdalene CE Primary School

Anti-bullying Policy

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Bullying of any kind is unacceptable and will not be tolerated at our school.

At St Mary Magdalene the safety, welfare and well-being of all pupils and staff is a key priority.

*We are a **Telling** school. This means that **anyone** (pupil, parent or other school staff) who knows that bullying is happening is expected to report it.*

Our Aims

- To ensure that pupils, parents, Governors and staff are aware of and adhere to the school's policy on bullying.
- To reduce the instances of bullying throughout the school.
- To develop an ethos which actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the school community.
- To provide strategies for dealing with instances of bullying, both for the victim and the bully.
- To ensure that incidents of bullying are reported so they can be investigated and recorded in line with this policy.
- To be committed to continually improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.
- To enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils in society, when they enter secondary school and beyond in the world of work or further study.

We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

1. Definition of bullying

Bullying is "behaviour by an individual or a group, repeated over time that intentionally hurts another

individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

The STOP acronym can be applied to define bullying –

Several Times On Purpose

The nature of bullying can be:

- **Physical** – such as kicking, hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, taunting, mocking, making offensive comments, spreading hurtful and untruthful rumours about someone, using derogatory or offensive language
- **Psychological** – such as gossiping, deliberately excluding or ignoring people or producing offensive graffiti.
- **Cyber** – sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos

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Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture/Nationality or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bulling)
- **Special Educational Needs or Disability (SEND)**
- **Appearance or physical/mental health conditions**
- **Related to home or other personal situation (Young carers/Children in Care)**

It is also important to realise that bullying can be an issue for any member of the school community:

it can be adult-pupil; adult-adult; pupil-pupil.

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2. Reporting bullying

Pupils who are being bullied: If a pupil is being bullied they are encouraged not to retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher, class teacher
- Tell any adult member of staff in school – such as lunch time supervisors, Learning Support Assistants, PE coaches, Site Manager, office staff.
- Tell an adult at home
- Report anonymously – via Worry Box in school
- Call ChildLine to speak with someone in confidence on 0800 1111

Reporting – Roles and responsibilities

STAFF: All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The Inclusion lead is the adult leading on bullying.

SENIOR STAFF: The Senior Leadership Team and the head teacher 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 well-being of all young people

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or 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. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

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3. Responding to bullying

When bullying has been reported, the following action will be taken:
- Staff will record the bullying on a green incident reporting form which will be passed to the Head Teacher or a Senior member of staff.
- The Inclusion Manager will monitor incident reporting forms and information recorded on SIMS analysing and evaluating the results.
- The Inclusion Manager will produce termly reports summarising the information, for presentation to the governing body.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher a plan of action.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions occur outside of school.

Sanctions:

It is important for the victim of bullying, the perpetrator and the school community as a whole that there are clearly defined consequences for any act of bullying.

Following initial investigation, the incident and the bully's name will be entered into a green bullying incident form, located in the Head's office. Each case will be dealt with individually, but the types of sanction available to the school are:
- Official warnings to cease offending (Reflection time during lunchtime)
- The completion of a programme with our Lunchtime Learning Support Practitioners that promotes reflection and understanding of his/her thoughts and feelings and those of the victim, to be able to become an active member of our inclusive school.
- Withdrawal from class – internal exclusion.
- Fixed term exclusion.
- Permanent exclusion.

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4. Bullying outside of school

Bullying is not acceptable and will not be tolerated, whether is 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 the holidays, or in the wider community.

The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can tale the forms of bullying listed on our definition of bullying. It will be challenged by staff and recorded on a green form as with any other form of bullying and actions taken in accordance with this policy.

6. Prejudiced-based incidents

A prejudiced-based incident is a one off incident of unkind or hurtful behaviour that is motivated by a prejudice of 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 prejudiced-based incidents are taken seriously and recorded and monitored in school, with the head teacher 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.

7. School initiatives to prevent and tackle bullying

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

- A child-friendly anti-bulling policy.
- The PSHE programme of study - Healthy Mind, Happy Me, along with other opportunities informs pupils of the different types of bullying.
- School assemblies and Worship help to raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated throughout the school.
- The school values of equality and respect are embedded across the curriculum.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are involved in developing school-wide anti-bullying initiatives and through the anti-bullying survey.
- Working with parents and carers and in partnership with the community to tackle bullying, where appropriate.

8. Training

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy.

9.	**SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN**

Section 175 of the Education Act 2002 places a duty on local authorities and the governors of maintained schools to make arrangements to ensure that their functions are carried out with a view to safeguarding and promoting the welfare of children.

Section 157 of the same act and the Education (Independent Schools Standards) (England) Regulations 2003 require proprietors of independent schools (including academies) to have arrangements to safeguarding and promote the welfare of children who are pupils at the school. "Keeping Children Safe in Education" was issued to schools and revised in 2018 detailing statutory guidance, placing a duty on schools to promote the welfare of children. The definition of safeguarding children is set down in the document "Working Together to Safeguard Children" (revised 2018) to the following:

- Protecting children from maltreatment
- Preventing impairment of children's' health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

Safeguarding children is consequently more than contributing to the protection of individual children and the school is committed to the development of policy and practice that supports children and their families to be safe, healthy, enjoy and achieve, contribute positively and achieve economic wellbeing

St Mary Magdalene School strives to promote the welfare of our pupils by:
1. Creating and maintaining a safe learning environment.
2. Identifying child welfare concerns and taking appropriate action.
3. Using the curriculum to enable our children to develop keep safe strategies
4. Creating a listening culture to hear the child's voice
5. Operating safe recruitment and selection procedures to prevent unsuitable people working with our children.

The school has a suite of policies designed to meet these needs and are available on request or via the school website.
This policy applies mostly to points 1, 2, 3, 4 and 5 above and reflects current legislation, accepted best practice and complies with Government guidance: *Working together to Safeguard Children (2018)* and *Keeping Children Safe in Education 2018*

10.	**Monitoring and reviewing**

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are

in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every **12 months,** in consultation with whole school community including staff, pupils, parents, carers and governors.

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11 Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.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

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk

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
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis

Race, religion and nationality
- 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
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT
- Barnardos LGBT Hub: www.barnardos.org.uk
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harrassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

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