

**St. Margaret's Anfield Church of England Primary School**  
**Jesus said, "Love one another as I have loved you" (John 13:34). Therefore, by faith and work, be the change you want to see.**

**With God, all things are possible.**



## **Policy for Anti-bullying**

**Miss H A Cragg**

<b>Date</b>	<b>Action</b>	<b>Review Date</b>
November 2022	Adopted by Governing Body May 2023	
December 2023	Adopted by FGB	Dec 24

This policy is built upon the DFE guidance 'Preventing and Tackling Bullying' (July 2017). It also considers the DFE Statutory guidance 'Keeping Children Safe in Education (Sept 22) which now incorporates the guidance on Child on Child Abuse (32-35).

### **School Ethos and culture**

At SMA, our policy is to work in partnership with parents, carers and other agencies to ensure that the school's Christian values of Truth, Fairness, Justice and Joy become central to the lives of our learners. Maintaining an atmosphere of honesty and courtesy and ensuring that all are treated fairly and kindly.

At SMA, we are a loving, kind, compassionate and tolerant community and we recognise the guidance from the DFE that 'Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.' (DFE 2017)

By effectively preventing and tackling bullying, we can help to create safe, disciplined environments, with firm/consistent boundaries, where pupils are able to flourish, learn and fulfil their potential and can enjoy all the experiences offered.

### **Policy Objectives:**

This policy outlines what St Margaret Anfield C of E Primary School will do to prevent and tackle all forms of bullying.

Positive Behaviour Management Policy

Complaints Policy

Child Protection and Safeguarding Policy

Online Safety and Acceptable use policies (KS1 and KS2)

Curriculum policies such as, PHSE and Citizenship, RSE, computing

### **Links to Legislation**

There are sections of legislation which set out measures and required actions for schools in response to bullying as well as criminal and civil law. These may include (but are not limited to):

The Education and Inspection act 2006. 2011

The Equality Act 2010 (Outlining protected characteristics)

The Children Act 1989

Protection from Harassment Act 1997

The Malicious Communications Act 1988

Public Order Act 1986

### **Responsibilities**

It is a responsibility of:

The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly and consistently and reasonably and that a member of the school SLT has been identified to take overall responsibility for the area of Anti-bullying. This staff member is Miss H Cragg.

Our School Governors to take the lead role in the monitoring and review of this policy.

All school staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Pupils to abide by this policy by treating others with kindness and compassion.

Parents/carers to support their children and work in partnership with the school when we are investigating and tackling bullying complaints and issues.

### **Definition of bullying**

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (DfE 2017).

Bullying can take many, for instance, cyber-bullying can take place via text messages, social media or gaming, which can include the use of sound, images and video and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.’

Bullying includes the following behaviours: name calling; taunting, mocking and mimicking; making offensive comments; kicking; hitting; taking belongings; the production of offensive

graffiti; gossiping and 'banter'; excluding people from groups and spreading hurtful and untruthful rumours.

**Forms of Bullying covered by this policy:**

At SMA, we recognise that bullying can happen to anyone. This policy covers all types and forms of bullying:

Bullying related to physical appearance

Bullying of young carers, children in care or related to other home circumstances

Bullying related to physical or mental health conditions

Physical bullying

Emotional bullying

Sexual bullying

Bullying via forms of technology i.e. online/cyberbullying

Prejudicial bullying against people/pupils with protected characteristics. This includes bullying related to sexuality, gender, disability, race, religion, faith and cultural beliefs or those without faith

Bullying related to BAME, ethnicity, nationality, or culture

Bullying related to sexual orientation – homophobic and biphobic bullying

Gender based bullying including transphobic bullying

Repeated and directed misogynistic behaviour

**Our school community:**

Monitors and reviews our anti-bullying policy on a regular basis.

Supports staff to promote positive relationship to help prevent bullying – use of the Jigsaw PHSE scheme of work is key to this.

Will intervene by identifying and tackling bullying behaviours appropriately and quickly.

Makes sure that our pupils are aware that bullying concerns will be taken seriously and will be addressed, effectively and without delay and that they will be treated sensitively.

Recognise that everyone in our school community should feel safe, able to learn and should be willing to abide by our anti bullying policy.

Requires all members of the school community to respect and uphold our anti bullying policy.

Recognises the potential impact of bullying on the person being bullied and the family around them so we will work in partnership with parents/ carers with regards to all reported bullying concerns and will seek to keep them informed during each stage of the process.

Will aim to deal promptly with grievances, regarding the school response to bullying, in line with our complaints policy.

We will seek to learn from good anti bullying practise elsewhere and will attend CPD to ensure that our knowledge of anti-bullying procedures is up to date.

### **Responding to bullying.**

The following steps will be taken when dealing with reported alleged bullying incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. This will mean reporting the incident to the HT and the SLT.

The school will provide appropriate support for the person being bullied - ensuring they are not at risk of immediate harm

The head teacher and/or another member of SLT will interview all parties involved to ensure that's the investigation is a fair process.

The Designated Safeguarding lead will be informed of all bullying issues where there are safeguarding concerns or if a suspected crime has been committed.

The school will inform other staff members, and parents/ carers where appropriate.

The school will ensure that parents/ carers are kept informed about the concern and any action taken as appropriate and in line with child protection and confidentiality protocols

Sanctions - as identified in the school positive behaviour policy.

Support for individuals will be put in place in consultation with all parties involved.

If necessary, support from other agencies, such as the Police, may be sought if it is believed that a criminal offence has been committed.

### **Cyber bullying**

When responding to cyber bullying concerns, the school will:

Act as soon as possible after the incident has been reported.

Provide appropriate support for the person who has been cyber bullied and may work with the perpetrator of the bullying to ensure that this does not happen again (if the perpetrator is a school pupil).

Encourage the person who has been bullied to keep any evidence, including screenshots, to assist any investigation by outside agencies.

Take steps - if necessary - to check the school ICT systems to check if the bullying has taken place within the school day.

May contact outside agencies, which may include the service provider or Police, if deemed necessary i.e. a crime has been committed.

Identify possible witnesses and interview them if the bullying took place in school hours.

Provide information to staff, children and parents/carers to help our school community to keep safe online. This may include asking the pupil not to retaliate to the bully or bullies and advise them to block or remove other people from their contacts.

### **Supporting pupils with bullying.**

At SMA we will:

Offer the pupil an immediate chance to discuss their experience with an adult of their choice e.g. a teacher, TA, member of the Welfare Team including our DSL, Learning mentor or Learning Support Officer.

Provide continuous Pastoral Support – ‘check in’ opportunities for the pupil during the school day to ensure that they feel safe in school.

Will provide opportunities to help the child restore confidence and their self-esteem. This may involve internal support or a referral to outside agencies e.g. CAMHS, Bully Busters, YPAS.

Provide ongoing support for example speaking to the pupil’s teacher and or TA to keep an eye on the situation.

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

Discussing what happened, establishing the concern and the need to change the bullying behaviour.

Informing their parent/ carer to gain their support to help change the bullying behaviours.

Being Sanctioned in line with the SMA Positive Behaviour Policy.

Provided with education and support regarding their actions and effects on others.

The actions may also include asking the Police to support the pupil or other outside agencies such as CAMHS/ Seedlings.

### **Prevention of bullying in SMA:**

Our school takes measures to prevent and tackle bullying amongst our pupils but also recognise that bullying of staff and parents, whether by pupils or adults is completely unacceptable.

If adults, including staff and parents, feel bullied they will be allowed to discuss this with our School HR officer (SSBM), HT and/or DSL.

### **The whole school community will:**

Create and support an inclusive environment which promotes a culture of tolerance, mutual respect, consideration, and care for all others.

Recognise that anyone in our school community can be a preparator of bullying or may have experienced bullying.

Recognise the signs of child-on-child abuse.

Recognise that children with SEND needs may be disproportionately impacted by bullying and ensure these children receive extra pastoral support if needed.

Use Jigsaw lessons to openly discuss how people's differences can motivate bullying for example religion and culture, ethnicity, disability, gender, sexuality, or appearance.

Also, children with different family situations such as children in care or with caring responsibilities may suffer disproportionately.

Challenge practise and language including 'banter' which does not uphold the values of tolerance, non-discrimination and respect to others.

Be encouraged to use technology, especially mobile phones and social media in a positive way and responsible way.

Work with staff to prevent tackle concerns including all forms of prejudice driven bullying.

Actively create calm, safe spaces for vulnerable children to visit within our school.

Celebrate success and achievement to promote and build a positive school ethos.

### **Whole school policy**

The whole school community will:

Provide a range of approaches for pupils, staff and parents and carers to access support and report concerns.

Regularly update and evaluate our practise

Take appropriate, proportionate and reasonable action in line with existing school policies for any bullying brought to the school's attention which involves or effects pupils even when they're not on the school premises for example when they on the way to and from school or online bullying.

Implement appropriate disciplinary sanctions and consequences for bullying which reflect the seriousness of the incident and ensure that others see bullying as unacceptably.

Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

### **Involvement of pupils:**

We will:

Involve pupils in policy writing and decision making and ensure that they understand the whole school approach to anti-bullying and teach the children that they have a part to play in preventing bullying, by encouraging pupils to 'call-out' bullies and to report incidents of bullying to adults.

Ensure that all pupils know how to express worries and anxieties about bullying during anti-bullying weeks, projects and via Jigsaw lessons.

Ensure that pupils are aware of a range of sanctions which may be applied against those engaging in bullying behaviours.

Involve pupils in anti-bullying campaigns in school and utilise pupil voice and make changes to our approach to anti-bullying as required.

### **Involvement and liaison with Parents/carers:**

We will:

Take steps to involve parents and carers in developing policies and procedures so that they are aware that school does not tolerate any form of bullying.

Make sure that any key information about bullying is available in a variety of formats. This including policies and the named points of contact.



Make sure that all parents and carers have the chance to speak to a school member of staff when they're worried about bullying and are advised where they can access independent advice.

Work with parents and carers to address issues beyond the school gates that give rise to bullying.

Encourage our parents to work with the school as role models for positive behaviour both on and offline.

**Monitoring and review.**

The school will ensure that they regularly monitor evaluate the approach to anti-bullying and will ensure that this policy is consistently applied.

The headteacher will be kept up to date on any bullying concerns as appropriate.

Cases of bullying, racism, homophobia, transphobia, misogynistic (violence and against women and girls) will be logged on CPOMS and case numbers will be closely monitored and reported to the Police if deemed necessary as a hate crime.

Information re. cases of bullying will be shared with the Governing Body including the outcomes of any investigations.

Review date

