



St Mary's CE Primary School

ANTI-BULLYING POLICY, INCLUDING HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC POLICY

Vision

One family: school, church, home and community.

At St Mary's we believe in a culture where:

- Everyone is special, unique and valued: diversity and difference are celebrated. We are all God's treasure.
- Education is holistic; spiritual and moral growth is nurtured.

Life in all its fullness – John 10:10.

- Inspirational and reflective worship enables all in the school community to encounter the risen Christ.
- Wisdom, knowledge and skills are a focus in everything.
- Everyone does their best at all times with a culture of the highest expectations, respect and consideration for all.
- Everyone can succeed and achieve. Aspiration and inspiration are central to all that we do.

I know the plans I have for you. Plans to make you prosper – Jeremiah 29:11.

- Creativity and joy in learning is valued.
- The spiritual and emotional well-being of all members of our school community is a priority. Resilience and perseverance are developed in all.
- A community of global citizens of God is created through social action – on local, national and global levels.

All of these are underpinned by our spiritual, moral, social and cultural understanding and experiences; respect of our British values and through our core Christian values of hope, peace, compassion, forgiveness, trust and endurance.

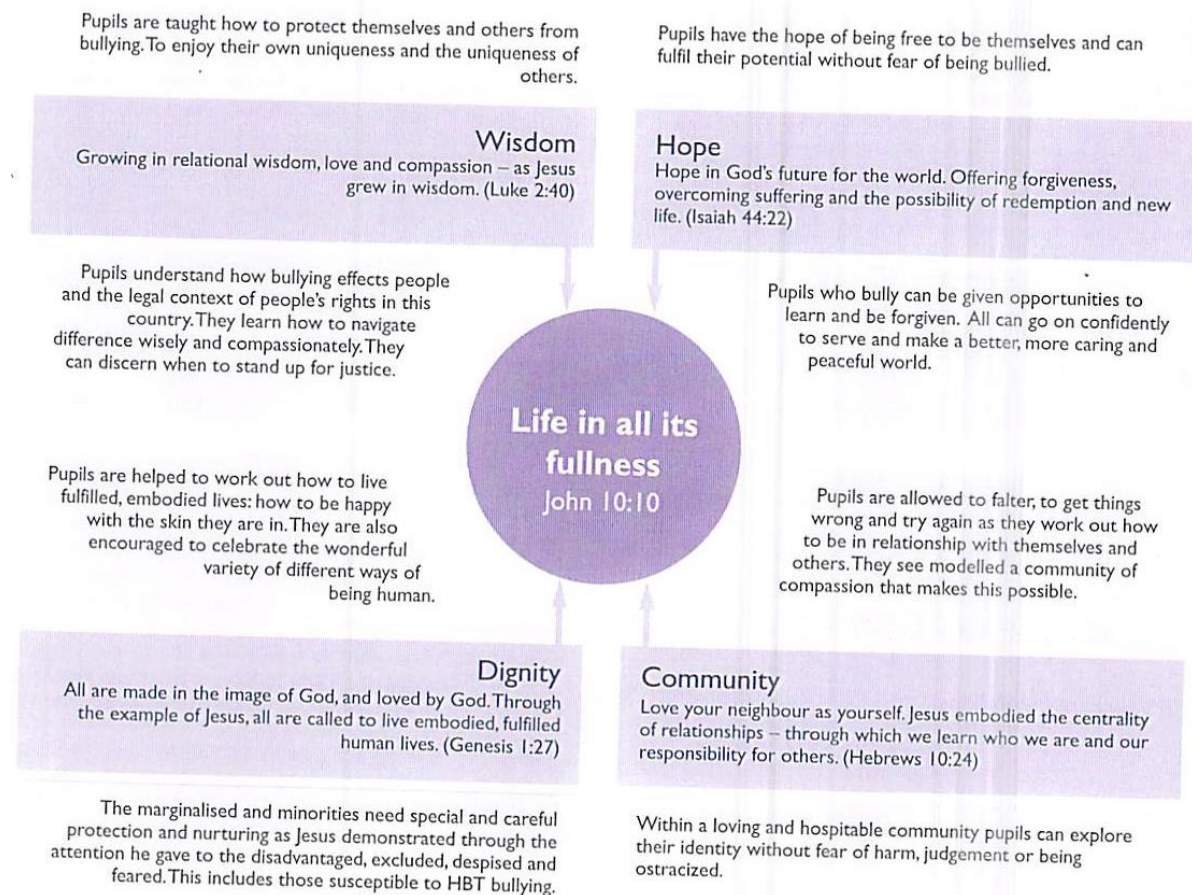
'We will grow up in every way into Christ, who is the head. The whole body depends on Christ, and all the parts of the body are joined and held together. Each part does its own work to make the whole body grow and be strong with love'. *Ephesians 4:15-16*

Love learning. Love each other.

Christian Values

This policy promotes the Christian Values of Love, Friendship, Forgiveness, Trust, Compassion, Peace and Justice.

How can Valuing All God's Children be seen through the lens of the Church of England Vision for Education?



Valuing all God's children – Autumn 2017 pg 10

Aims

For St. Mary's Anti-Bullying policy we aim:

- To provide a welcoming, caring environment where positive relationships are based on respect and tolerance.
- To develop strong self-esteem in each child.
- To promote spiritual growth within a school family based on Christian principles and to promote Christian values within each child.
- To create strong links between home/school/parish, with an emphasis upon a sense of decency, self-reliance, responsibility and respect for others.
- To promote an ethos within which children feel confident to report incidents of bullying.

St. Mary's supports the right of each child to be educated in a safe environment where they can learn in a supportive and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one has the right to bully another person and no-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At St Mary's CE Primary School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff. All staff are dedicated to this cause and regard bullying as a serious breach of our behaviour code. Firm action will always be taken against any bullying.

What Is Bullying?

The children were all asked this question and the school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by one person or a group of people towards other people. It is repeated over time and on purpose (STOP –Several Times On Purpose). Bullying is not acceptable behaviour and can result in worry, fear, pain, sadness, loneliness and distress to the victim/s.

Definition derived from class contributions – May 2017

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- **Verbal** name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- **Physical** pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- **Racist** racial taunts, graffiti, gestures, making fun of culture and religion
- **Sexual** unwanted physical contact or sexually abusive or sexist comments
- **Homophobic / biphobic or transphobic** because of/or focusing on the issue of sexuality
- **Online/cyber** setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but will do so in accordance with the school's policy.

At St Mary's CE Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets
- Talk to the transport companies about bullying on public transport
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Highlight safe routes to school for our pupils
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school Premises

Why is it important to respond to bullying?

Bullying hurts. It has a damaging and harmful impact on the lives of thousands of children and young people each year. Bullying can affect children's ability to learn, their relationships and their enjoyment of life.

No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving

Objectives:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know the school policy on bullying and follow it when bullying is reported.
- All pupils should know what the school policy is on bullying and what they should do if bullying occurs
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

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:

- is frightened of walking to or from school
- doesn't want to go on their usual form of public transport
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

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.

Procedures for Managing incidents of bullying:

- Report bullying incidents to staff.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- In cases of serious bullying, the incidents will be recorded on the appropriate form.
- In serious cases parents of both parties should be informed. If their child is being bullied or is bullying, it is important that they are involved.

What can pupils do if they are being bullied?

Wherever they are in school, our pupils have the right to feel safe. Nobody has the right to make them feel unhappy. If someone is bullying them, it is important to remember that it is not their fault and there are people who can help.

The following are strategies that pupils are encouraged to use:

- Try not to let the bully know that he/she is making the victim feel upset.
- Try to ignore the bully.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as possible.
- Tell someone they can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If they are scared, ask a friend to go with them when they tell someone.
- When they tell an adult about the bullying give as many facts as possible (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when they tell someone
- Keep on speaking out until someone listens and helps them.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame themselves for what is happening.
- Call a helpline.

What can pupils do if they see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways a bystander can help without putting themselves in danger. Some of the strategies that are suggested to pupils are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If they can, let the bully know they do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that they are going to get help.

- Tell a member of staff as soon as they can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone they trust about what to do.
- Call a helpline for some advice.

Bullying of children with Special Educational Needs

St Mary's CE Primary School is an inclusive school. We aim to provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

Everyone involved in the school is very aware that pupils with additional needs can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at St Mary's CE Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) feel(s) safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

12. In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in a file in the Headteacher's

office.

13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.

14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

15. Bullying incidents will be discussed regularly at staff meetings.

16. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following sanctions may be used:

The children have also discussed this question in their classes and some of the sanctions they suggested are included in the list below:

- Apologise to the victim(s) verbally or in writing
- Lose privileges e.g. being a monitor or playleader
- Lose playtimes (stay with class teacher to complete work about friendships and bullying)
- Move to the sad cloud (Nursery & Reception)
- Spend playtimes and lunchtimes with an adult
- Have playtime or lunch in a different area in the school
- Consider how the victim feels and talk about how people can be kind to each other
- Parents will be invited in to school
- Be removed from class and work in isolation
- Lose house points
- Report to the Headteacher, Deputy Headteacher or Senior Leader within school
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

A restorative approach will always be the first port of call for resolving any incidents.

Exclusions of any type are a final resort and all other avenues of action will have been explored. The Headteacher (and in the absence of the Headteacher, the deputy Headteacher) is the only member of staff who has the authority to issue an exclusion of any type. Further information regarding exclusions can be found in the school's Behaviour Policy.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Involving the whole school community in writing and reviewing the policy
- Undertaking questionnaires and surveys which include references to bullying issues
- Each class agreeing on their own set of class rules at the beginning of an academic year

- Making national anti-bullying week a high profile event each year
- Awareness raising through regular anti-bullying assemblies
- PHSCE (Personal, Health, Social and Citizenship Education) scheme of work
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties, where appropriate
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing playground improvements and initiatives
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising anti-bullying training for all staff

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be monitored and evaluated. Following any review, any amendments will be made to the policy and everyone informed.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Act Against Bullying 0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	www.ace-ed.org.uk
Anti-bully	www.antibully.org.uk
Anti-Bullying Alliance (ABA) 0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	www.antibullying.net
Beatbullying	www.beatbullying.org.uk
Bully Free Zone	www.bullyfreezone.co.uk
Bullying Online	www.bullying.co.uk
BBC	www.bbc.co.uk
Childline 0800 1111 (helpline for children)	www.childline.org.uk
Kidscape 020 7730 3300 (general enquiry number)	www.kidscape.org.uk
08451 205 204 (helpline for adults only)	
NSPCC	www.nspcc.org.uk
Parentline Plus	www.parentlineplus.org.uk

The Children's Legal Centre
The Office of the Children's
Commissioner

www.childrenslegalcentre.com
www.childrenscommissioner.org.uk

Building on the school's existing policies:

The following documents include clear guidelines on what constitutes acceptable/unacceptable behaviour towards other people:-

- School's Mission Statement
- Behaviour Policy
- Home-School Agreement
- Equal Opportunities Policy
- Classroom Code of Conduct
- Anti-Cyberbullying Policy

The Anti-bullying initiatives reflect the principles contained in these documents.

St Mary's CE welcomes its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, sex (gender), religion/belief, sexual orientation, transgender (and in relation to staff and parents: age, marriage/civil partnership and pregnancy/maternity).

These duties and intentions reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. The duties to promote equality in relation to sexuality, transgender and gender identity are relatively new to many in our community. This policy is provided to support the school community in moving forward to fulfil these duties.

Guiding principles

In fulfilling the legal obligations we are guided by the following principles:

Principle 1: All learners and other members of the school community are of equal value.

All members of our community have the right to feel safe and valued. It should be understood that there are lesbian, gay and bisexual, transgender people and those who experience gender dysphoria in every community including, every cultural and religious group. The leadership of all faith communities in Britain confirm that they do not condone or encourage homophobia or transphobia.

Principle 2: We recognise and respect difference.

We must take account of differences and provide a welcoming and inclusive community for all, including in relation to sexual orientation and gender identity. Lesbian, gay, bisexual and transgender people are welcome as employees, governors, parents, visitors and pupils in our school community.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

We intend that our policies, procedures and activities should promote:

- positive attitudes towards diversity including with regard to sexual orientation and gender identity
- positive interaction and good relations between different groups and individuals in an absence of prejudice-related bullying and incidents, including specifically homophobia, transphobia and the stereotyping of gender behaviours

Principle 4: We aim to reduce and remove inequalities and barriers that already exist

We will challenge all instances of homophobic/transphobic bullying or derogatory language and work towards removing any inequalities and barriers that may exist in relation to sexual orientation and gender identity. The senior leadership and governing body will monitor progress towards equality in relation to sexuality and gender identity. No-one within our community has the right to discriminate against any other member of the school community.

Roles and Responsibilities

All members of staff are expected to:

- promote a fully inclusive ethos in the classroom, curriculum and playground in which different families are represented
- teach pupils that it is unacceptable to be hurtful or negative about any aspects of sexuality and gender
- deal with any prejudice-related incidents that may occur
- teach and support pupils to respect and understand diversity

'Everyone has the right to feel safe, secure and confident in school. Bullying is behaviour which undermines this. We want to foster an environment where children feel they can approach adults and will be listened to.

We will have a clear understanding of what bullying is and be watchful for it. Any incidents of bullying will be dealt with quickly, fairly and inclusively'.

St Mary's staff

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

The governing body has a watching brief regarding:-

- the implementation of this policy in relation to staffing, employment and recruitment practices, well-being and whistle blowing.
- the implementation of this policy in relation to the school site, visitors, and the learning environment.
- the implementation of this policy in relation to the curriculum, the barriers to learning for vulnerable groups and any incident trends.

'Bullying is unacceptable. The governors will: support the Head Teacher and the staff in the implementation of this policy; be fully informed on matters concerning anti-bullying; regularly monitor incident reports and actions taken; and review of the effectiveness of this policy'.

Personnel and Pupil Welfare Committee

The Head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Parents are expected to support the equality and diversity principles of the school and actively ensure their children do not discriminate against others on grounds

of sexuality or gender identity, including supporting the school to prevent the use of derogatory language and any forms of social exclusion.

'As parents and carers, we will nurture our children to be kind, caring and considerate young people; fostering the school's Christian Values. We will support the school's anti-bullying policy and maintain open communication Links with the school in terms of reporting, information sharing and resolution'.

Parent Partnership Group