

# St. Peter's CE Primary Academy



## Anti- Bullying Policy

Status: Good Practice

Date adopted by Governing Body:

Date for review: December 2024 Signed

by the Chair of the Governing Body:

Date signed: December 2023

## **1 Introduction**

**1.1** It is a Government requirement that all schools have an anti-bullying policy. In 2017 the Department for Education published 'Preventing and Tackling Bullying'. [Preventing & Tackling Bullying July 2017](#). This policy reflects this guidance.

**1.2** DFE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. We recognise bullying as intentional, repeated behaviour which demonstrates an imbalance of power. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). This can occur in person or online – this is called cyber bullying. We understand that bullying is very different to one-off incidents, or falling out.

**1.3** At St Peter's CofE Primary academy we will not tolerate bullying of any kind including bullying due to : age; pregnancy and maternity; marriage and civil partnership; gender reassignment; disability; race; religion or belief; sex and sexual orientation. (In line with the Equality Act 2010)

**1.4** We will also not accept bullying based on vulnerability, appearance, health conditions or related to home circumstances.

**1.5** We recognise bullying can happen to anyone and bullying of pupils, school staff and parents will not be tolerated under any circumstances.

## **2 Aims and objectives**

**2.1** Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

**2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

**2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.

**2.4** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

**2.5** We will put in place a clear process of disclosure which will include the use of student ambassadors for peer support and alternative methods of reporting bullying anonymously and without the knowledge of peers.

## **3 The role of governors**

**3.1** The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

**3.2** The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

**3.3** A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of

bullying. In all cases the governing body notifies the head teacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

**3.4** We have an appointed Anti-Bullying Governor, Mr Simon Jeffers, who will be working alongside Mrs Perrett and the School council

#### **4. SLT**

**4.1** It is the responsibility of the Senior Leadership Team to implement the school antibullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The deputy head teacher Mrs Perrett will lead the Beyond Bullying team along with the school council. They will work with the Anti-Bullying Governor to ensure the collaborative efforts of the whole school community understand our commitment. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

**4.2** The Deputy Headteacher leads the school team to ensure that all children know what bullying is and that bullying is wrong. Working with the school council, we will ensure half termly reviews are carried out and an opportunity is given via the school council to feedback on incidents. If a serious incident or persistent negative behaviour occurs, then it will be fed back to the head teacher to discuss further action.

**4.3** The head teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

**4.4** The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

**4.5** If there has been a serious incident or repetitive incidents the head teacher will ensure the relevant risk assessments, behaviour plans and check-ins are in place.

**4.6** Where a crime has been committed the head teacher will call the police.

#### **5 The role of the teacher and support staff**

**5.1** Every member of the staff in our school will take all forms of bullying seriously, and seek to prevent it from taking place.

**5.2** Teachers and support staff will ensure all children know what bullying is and how it can occur in person or online.

**5.3** Teachers record incidents that happen in their class onto CPOMS. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

**5.4** In every class the teacher records all incidents of bullying that occur both in and out of class. We also record incidents that occur near the school, or on the children's way between school and home. Any adult or child who witnesses an act of bullying should report it to the class teacher or pupil ambassadors.

**5.5** When any bullying is taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the target of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his / her action was

wrong, and that child is encouraged to change his / her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the special educational needs coordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies, such as social services.

**5.6** All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

**5.7** Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

**5.8** Through a robust PHSE system, teachers create an environment that encourages children to seek help and support.

**5.9** Teachers will follow the school behaviour policy to ensure incidents are dealt with dependent on the severity, circumstances and persistence.

Where repeated incidents take place staff will liaise with SLT to put risk assessments or behaviour plans in place.

## **6 The role of parents**

**6.1** Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact

the head teacher. If they remain dissatisfied, they should follow the school's complaints procedure. See link to policy

**6.2** Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## **7 The role of pupils**

**7.1** Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

**7.2** Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

**7.3** Our School Council has developed an Anti-Bullying Code which is reviewed with the children in an assembly each term.

**7.4** Our school council have taken on the roles of student ambassadors and each day two children will be on 'duty'. They will be there so that other children can approach them if they would like support in telling an adult what is going on.

**7.5** Children can tell staff in person, via classroom worry boxes or through our student ambassadors.

## **8 Bullying which occurs outside school premises [Preventing & Tackling Bullying July2017](#)**

**8.1** In line with government guidance, school staff members have the power to discipline pupils for misbehaving outside the school premises.

**8.2** Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

**8.3** Where bullying outside school is reported to school staff, it will be investigated and acted on. The headteacher will also consider whether it is appropriate to notify the police of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

**8.4** While school staff members have the power to discipline pupils for bullying that occurs outside school, we can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

## **9 Monitoring and review**

**9.1** The anti-bullying policy is discussed and reviewed with the help of the school council (who seek input from all other pupils), staff, governors and parents. CPOMS is used to monitor the incidents and the effectiveness of the current policy.

**9.2** This policy is monitored on a day-to-day basis by the head teacher, who reports to governors on request about the effectiveness of the policy.

**9.3** This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's records on CPOMS where incidents of bullying are recorded, and by discussion with the head teacher.

Governors analyse information for patterns of bullying incidents considering people, places or groups. They are alert to prejudice driven bullying in line with the equality act.

**9.4** This policy will be reviewed in two years, or earlier if necessary

## **10 Schemes of work**

**10.1** The whole school takes part in the National Anti-bullying week annually and individual classes use the materials and the latest advice from the antibullying alliance. Anti-bullying work continues throughout the year using the Kapow PHSE Curriculum.