# ST. BARTHOLOMEW'S

CHURCH OF ENGLAND PRIMARY SCHOOL

# Anti-Bullying Behaviour Policy

Fun and Achieve!

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# Our Vision

In our St. Bartholomew's family, we want everyone in our school to flourish and succeed. We believe that everyone is unique and created in God's own image, each with their own special gifts, skills, talents and abilities.

Our vision is to create a warm and caring environment: where children aspire to be the best that they can be; where they are encouraged to believe in themselves; where they are challenged to develop in to wonderful human beings who help to create a better world for the children of the future; where Jesus and His teachings are central.

**This vision is rooted in the Bible: Psalm 1 v1-3 (Jeremiah 17)**

*"Happy is the person who doesn't listen to bad things and doesn't do what bad people do.*
*2 They love God's teachings.*
*They think about those teachings everyday.*
*3 They are strong, like a tree planted by a river.*
*It will flourish and produce fruit.*
*Its leaves don't die.*
*Everything they do will succeed."*

Aspire & Believe, Flourish & Succeed within the heart of God's family.

# Anti-Bullying Behaviour Policy

This policy has been developed with the school's core Christian Values at the forefront: Hope, Thankfulness, Love, Friendship, Service, Trust, Honesty, Forgiveness and Respect.

- With our HOPE in Jesus, we aim to provide our children with the knowledge and understanding that will allow them to become valuable citizens in a LOVING environment
- We are THANKFUL to our staff for their SERVICE to our children
- Every member of our school community belongs to our family, and as such there is FRIENDSHIP among all.
- We know that all adults and children will behave with HONESTY and RESPECT towards each other.
- We put our TRUST in Jesus, acknowledging that we all make mistakes and therefore FORGIVE each other when appropriate.

## Policy Aims

The aim of this anti-bullying behaviour policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying behaviour is anti-social and affects everyone; it is unacceptable and will not be

tolerated. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. Only when all issues of bullying behaviour are addressed will pupils be able to fully benefit from the opportunities available at school. Where bullying behaviour exists the victims must feel confident to activate the anti-bullying behaviour system within the school to end the bullying behaviour. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build and maintain an anti-bullying behaviour ethos in the school.

Bullying behaviour is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being subjected to the bullying behaviour to defend themselves.The three main types of bullying behaviour are:

- physical (hitting, kicking, theft, gestures etc)
- verbal (name calling, racist and/or homophobic remarks etc)
- indirect (spreading rumours, excluding someone from social groups etc)

The school works hard to ensure that all pupils know the difference between bullying behaviour and simply "falling out".

Pupils who are subjected to bullying behaviour may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying behaviour in school and discouraged from retaliating.

All school staff must be alert to the signs of bullying behaviour and act promptly and firmly against it in accordance with school policy. All reported incidents of bullying behaviour will be investigated and taken seriously by staff members.

## Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying behaviour among pupils and to bring these procedures to the attention of staff, parents/carers and pupils.

## Procedures

**The following steps should be taken when dealing with incidents:**

- If bullying behaviour is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be given to the Key Stage Leader as soon as possible.
- The Key Stage Leader or Headteacher will interview all concerned, keep a record of any serious incidents and take appropriate action.
- Class teachers will be kept informed and if the bullying behaviour persists the class teacher will advise the Headteacher.

- Parents/carers will be informed.
- The disciplinary steps outlined below will be used as appropriate and in consultation with all parties concerned.

**Pupils who have been subjected to bullying behaviour will be supported by:**

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

**Pupils who have demonstrated bullying behaviour will be helped by:**

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents/carers to help change the attitude of the pupil and to support school in the strategies proposed to tackle the problem

**The following disciplinary steps can be taken:**

- official warnings to cease offending
- exclusion from certain school activities (playtime etc)
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying behaviour through inclusion in PSHE. It may also be discussed at class and school council meetings, class discussion time, assemblies and other subject areas, as appropriate, in an attempt to eradicate such behaviour.

Parents/carers are reminded to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

## Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

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Reviewed March 2024