



Anti-Bullying Policy

Approved By:	Governing Body	
Last Approved:	16/09/2023	
Reviewed by:	Sarah Luff Head of School Polly John Deputy Head of School	
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Anti-Bullying Policy

Introduction

At St Michael's Primary School, we take bullying very seriously. Children will be helped to understand what constitutes bullying and what actions will be taken if such incidents occur. This policy highlights the different types of bullying and is closely linked to our Behaviour Policy; Keeping Children Safe in Education 2024; Child Protection and Safeguarding Policy.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

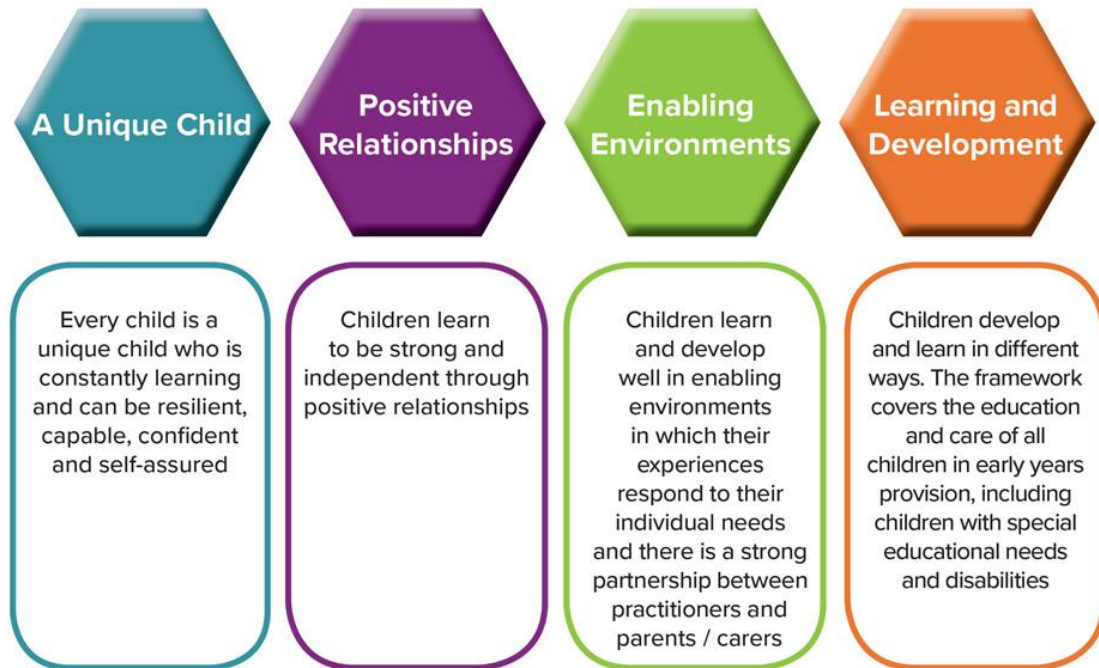
At St Michael's Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.

Where this is the case, the school staff should report their concerns to their local authority children's social care. This policy is closely linked with our Behaviour Policy, our Safeguarding Policy, our school Code of Conduct and the school's Vision, Aims and Values.

Principles

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment. We value pupils developing curiosity, creativity and confidence whilst 'aiming high and achieving their best'. The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at St Michael's Primary School.

The Four Guiding Principles of the Early Years Foundation Stage



Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils. We aim for all pupils to

reach their potential academically, socially and personally through learning and playing in a safe and secure environment. All staff understand their safeguarding responsibilities. We ensure we have processes in place to safeguard and promote the welfare of children, providing them with a safe environment that limits their exposure to risks from the school's IT systems. The monitoring and filtering of IT systems are reviewed regularly to ensure their effectiveness (KCSIE 2023)

Bullying Definition

At St Michael's Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is usually physical hurting, name calling, nasty looks or leaving people out.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.

Types of Bullying

Bullying can take many forms and includes:

- Physical bullying - Examples of physical bullying include punching, kicking or hitting. It could also include damage to schoolwork or another person's belongings.

- Emotional bullying - This includes the deliberate isolation and rejection of an individual - often by taking their friends away. Emotional bullying can also include looks and stares.
- Verbal - Verbal bullying will include name calling, put downs and may include sexual or racial comments.
- Prejudiced based bullying - This form of bullying is generally driven by negative attitudes towards another group of people, or because the selected victim is seen as 'different' in some way. This can include homophobic bullying, racist bullying and the bullying of children with SEN.
- Cyberbullying - This is the use of electronic communication to deliberately hurt someone. This includes the intentional sending of hurtful messages and inappropriate images.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school immediately if they are concerned that someone is being bullied. Code of Conduct Our school expectations and values are regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying

All cases of alleged bullying should be reported to the Head Teacher or senior member of staff. In any case of alleged bullying, either the class teacher, the Head Teacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate. If the allegation of bullying is upheld, the Head Teacher (or senior leader)

should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s) and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable. All bullying incidents must be recorded. First incidents of unkindness are recorded on My Concern. If a pattern emerges between the same children, this is then escalated to using the bullying categories. Parents of both parties should be informed. If the situation does not improve, the Head Teacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Conclusion

All staff at St Michael's have worked together as a team to develop a consistent approach to the encouragement of good behaviour throughout the school. We are committed to our aims of providing care, as well as a happy atmosphere where respect and safety are the right of the individual. In order to maintain this, it is important for parents/carers to inform staff immediately of any problems of which they are aware and to all work together in the best interests of all our children.

Policy links to:

Behaviour Policy

Keep Children Safe in Education, Child Protection and Safeguarding Policy

SEN/D