

St George's C.E. Primary School

Anti-Bullying Policy



Jesus said: 'Love each other as I have loved you'. John 15:12

Our school motto, 'Everyone matters, everyone achieves' is at the heart of everything we do and believe.

At St George's Primary School, we aim to prepare the children in our care to become well-rounded members of society on their journey through school life and beyond. We strongly believe that children learn best and can achieve their potential when they are happy and content. We endeavour to provide a safe learning environment with a warm, welcoming atmosphere which creates a sense of belonging amongst the children, the staff, the families and the community. We embrace their individuality and diversity, always encouraging respect and acceptance of each other regardless of race, religion or culture.

We have high expectations of the children and we work hard to support them to become the best that they can be. For our children to flourish, socially and academically, we aim to provide an outstanding education that is both challenging and inclusive. All children are encouraged to embrace the many opportunities and the support school provides, so that they become curious learners who are motivated and resilient with a 'Can do' attitude. Our aim is to provide the children of St George's with countless positive experiences, along with happy lifelong memories, from their time with us.

Through our supportive and inclusive Christian ethos, we are proud to foster our school values of kindness, respect, friendship, honesty, happiness and responsibility, embedding these within everyday life at school. We believe that the emotional health and wellbeing of the whole school community is fundamental to the ongoing success of our school.

We aspire to make our school a place of excellence where we educate, nurture and value everyone; that ALL children will enjoy learning and achieve their potential in the 'St George's Way.'

'Let us always meet each other with a smile, for the smile is the beginning of love.' Mother Teresa.

Aims and objectives

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour.
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent school response to any bullying incidents that may occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain a bullying-free environment.

What is bullying?

Bullying is behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

This definition will be explained to children using language that they understand, depending on the age of the pupils. Bullying can include: name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups, and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Bullying can take many forms:

Bullying can happen to anyone. This policy covers all types of bullying, whether face to face or in cyberspace, including:

- Bullying related to race, religion or culture.
- Bullying related to LDD (learning difficulties or disability).
- Bullying related to appearance or health conditions.
- Bullying related to sexism, sexual orientation, gender or gender identity (homophobic, transphobic or biphobic bullying).
- Bullying of young carers or looked after children or otherwise related to home circumstances.

Preventing, identifying and responding to bullying

The school community will:

- Work with staff to identify all forms of bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience. Consider all opportunities for addressing bullying including through the curriculum, displays, assemblies, peer support and through the School Council.
- Train all staff including lunchtime staff, learning mentors and support staff to identify bullying and follow school policy and procedures, including recording incidents using CPOMS.
- Actively create "safe spaces" for vulnerable children and young people such as Green Lunch, lunchtime clubs and Captain's Table.
- Use a variety of interventions to resolve the issues between those who bully and those who have been bullied.
- Co-ordinate information between different members of staff to ensure trends are tracked and monitored via the Reported Bullying Incident Log (CPOMS).
- Provide opportunities for children to voice their concerns e.g. through Worry Boxes.

The school will follow the following procedures:

1. Bullying incident reported to a member of the Senior Leadership Team
2. Is there a child protection concern?
3. Investigate the incident
4. Decide on the response and respond within 24 hours whenever possible
5. Plan and take action
6. Provide ongoing support to those involved as necessary
7. Monitor the situation and trends via the Reported Bullying Incident Log (CPOMS)
8. Further incident reported? (return to stage 2)

Involvement of students

We will:

- Regularly seek children and young people's views on the extent and nature of bullying through class discussions, assemblies and School Council.
- Ensure pupils/students know how to express worries and anxieties about bullying and who they can talk to in and out of school.
- Ensure all pupils/students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils/students in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.

- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.
- Invite outside companies/agencies in e.g. Theatre Company, NSPCC, Police, Local Authority, parent workshops

Liaison with parents and carers

We will:

- Ensure that all parents /carers know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively.
- Ensure all parents /carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that lead to bullying, including e-safety workshops for parents.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

Behaviour policy
 Complaints policy
 Safeguarding policy
 Acceptable Use policy
 Citizenship and PSHE curriculum
 Action plans and policy for Emotional Health and Wellbeing
 Recording of racial incidents
 Anti-radicalisation Policy

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Parents to report incidents as soon as matters arise
- Governors, the headteacher, senior leaders, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- The headteacher to communicate the policy to the school community.
- Students to abide by the policy.
- Parents to abide by the policy.

The named Governor with lead responsibility for this policy is: Rev'd Kevin Evans

The named member of staff with lead responsibility for this policy is: Mrs Sally Sixsmith

Monitoring & review, policy into practice

This policy will be monitored and reviewed in: March 2023.

The named member of staff for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school's action planning. The school uses guidance by the DfE to inform its action planning.