



ST THOMAS
CE (VC) PRIMARY SCHOOL

Anti-Bullying Policy

2020-2021

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| Policy Reviewed on: | November 2020 |
| Policy approved by Governing Body on: | November 2020 |
| Policy to be reviewed on: | November 2021 |

The School Ethos

Children enter St Thomas School, eager to make sense of their world. Our aim is to facilitate their exploration by providing a stimulating and secure environment where they can safely reach their potential, learn to value themselves and relate to others with consideration.

We believe that all children have a right to be treated with respect and dignity, regardless of the differences between them in age, gender, race, sexuality, religion, culture, language or disability.

A Definition of 'Bullying'

In order to gain clarity when working with younger children, it is vital that we define the term 'bullying'. Younger children may not know the difference between a mean peer and a bully, or the difference between a 'fall out' and deliberately targeted behaviour.

Definition of Bullying

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyber-bullying refers to bullying through information and communication technologies.

Conflict or fights between equals and single incidents are not defined as bullying.

Reasons for challenging bullying behaviour in schools

There are a number of very important reasons for challenging bullying in our school:

- The safety and happiness of the pupils, when children are bullied their lives are made miserable. They may suffer injury. They may be unhappy about coming to school. It can lead to a loss of self confidence and self-esteem, and in some cases victims may blame themselves for "inviting" the bullying behaviour.
- Educational achievement. The unhappiness of pupils who are bullied is likely to affect their concentration and learning. Some children will avoid being bullied by making excuses not to go to school.
- It is important that children do not see bullying behaviour go unchallenged or they may think that this is acceptable or condoned by the school, and may even resort to bullying themselves to get what they want.
- As a Church of England school, we pride ourselves on our reputation as an effective caring school, as such children, parents and staff have an expectation that in our school bullying will not be tolerated.

Strategies to combat bullying

Our school is committed to tackling any potential bullying pro-actively and preventatively. It is important that children are made aware of the schools view on bullying, that it is not acceptable and repeated offences will be viewed as serious.

Our school provides the following systems and strategies to combat bullying:

- Annual, themed presentations and plays addressing bullying.
- Fundraising and NSPCC multi-agency working.
- PSHCE lessons with topical themes.
- Collective worship and quiet reflections to support emotional development.
- A clear behaviour management policy.
- The school pupil postal service with resources to write worry letters.
- Online worry box to report concerns.
- Pupils can email staff or the Head Teacher directly using DB primary.
- A full esafety induction for each pupil.
- School virtual learning environment to safely interact and learn online.
- Relevant wall displays.
- Frequent questionnaires including our PASS profiling system.
- Staff, Head teacher and/or Deputy Head teacher available informally each day.
- Learning mentors to provide pastoral intervention and support.

What do I do if I am worried about bullying?

It is crucial that the school has clarity regarding any concerns. If worries are shared quickly, then it can be much easier to resolve problems. We would always want to work in partnership to ensure that we address issues accurately and effectively. The school will not take direct responsibility for resolving issues outside of school hours, including cyber activity (not including DB primary) and yellow bus incidents. The school will support working in partnership with the appropriate third party to aid such cases.

A meeting form is provided in reception to assist parents or carers. You should include details which might assist the investigation, such as names of potential witnesses, dates and times of events. It is also very important that you include a clear statement of the actions that you would like the school to take to resolve your concern. Resolution is the objective for this procedure and not retribution. Therefore, details of the school investigation and possible outcomes will not be shared.

| Students If I am harassed I will: | Families / caregivers What should I do if I think my child is being harassed? | Staff |
|---|--|---|
| <p>Use the WHISPER methods. Report the harassment to a staff member who will help me. Show persistence - never give up. Remember I have the right to feel safe.</p> | <p>Keep calm and reassure your child Use the bullying definition to ensure that the situation is clear. Listen to your child and discuss safe ways to address the issue Talk calmly about the problem with your child's teacher. Make a time to talk to your child's teacher and keep in contact with school (Filling in a meeting form from reception may be required) Speak only with the staff at school – do not approach other children or families, or use digital media to express concerns or complaints. Talk with the school Head Teacher or leadership team for further support</p> | <p>Talk with the child / parent and listen to what is being said - repeat the issue back to check for clarification. Support the concern by expressing how you will investigate the concern, to fully gain the big picture. Let the parent know how the child has been behaving in school. Reassure the parent that you will speak to them later in the day to share your actions and the day's events. Make arrangements to talk comfortably with the victim. Speak to all people involved making the situation transparent Discuss the issue further with a senior leader or the Head teacher if required. Seek a resolution Speak to a member of the leadership team and document if bullying has been agreed. Apply the behaviour policy Facilitate victim support and restorative discussions.</p> |

Consequences

Incidents reported will be investigated and logged in the behaviour concerns book. The 'bully' will be reminded in the first instance that this is not acceptable behaviour and of the consequences of repeating this type of behaviour. Further incidents or more serious incidents would lead to parents of both the victim and the perpetrator being notified and sanctions (as outlined in the behaviour policy) being followed.

The perpetrator and the victim will receive support in dealing with the consequences of the incident from class teachers and members of the Additional Needs Team. Both will be involved in 'Restorative Justice' where appropriate.