

ANTI-BULLYING POLICY



MARCH 2023

HEADTEACHER: MR K RONDEAU

LOVING, GROWING and SUCCEEDING TOGETHER

School Vision

The following Policy is underpinned by the school's Christian Vision:

"Our Christian vision is Loving, Growing and Succeeding Together. We put our hope in God, where every day counts, and seeds are sown in fertile soil. We lay up a foundation for the future so we can enjoy life which is life indeed. This we do together, with love"

Definition

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

It can take many forms but the main types are:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures)
- Damage to personal property

At St Mark's we adopt the S.T.O.P approach (Several Times On Purpose) to recognising incidents of bullying. This helps children to understand the difference between falling out and ongoing serious incidents.

Aims of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

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At St. Mark's, staff, parents and children work together to create a happy, caring learning environment so bullying, either verbal, physical or indirect will not be tolerated. As a church school our values education including respect, trust, honesty, perseverance, courage and friendship underpins all we do. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and caring community.

We will not tolerate or allow bullying related to:

- a) Race, religion or culture
- b) SEN or disabilities
- c) Appearance or health conditions
- d) Home circumstances
- e) Sexual orientation
- f) Sexist or sexual bullying

We also do not tolerate bullying of school staff by children, parents or other staff. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. 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. The policy links to our positive behaviour policy, our policy on equality and diversity, our SEN, safeguarding and well-being procedures including curricular learning on PSHE and Citizenship..

Roles and Responsibilities – Reporting bullying

As with safeguarding, **all staff** have a duty to challenge bullying (including HBT bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

Governors:

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher/ Deputy Headteacher 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.

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 Headteacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

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Senior Leaders:

The Headteacher and the Senior Leadership Team have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people. Mrs G. Smith, Deputy Headteacher, is responsible for behaviour and attitudes and personal development within the school and therefore will be the Senior Leader responsible for anti-bullying. Senior Leaders will ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets the school climate of mutual support and praise for success; children feel they are important and belong to a friendly and welcoming school community where bullying is not tolerated.

Staff:

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If any staff member witnesses an act of bullying, they do all they can to support the child who is being bullied. We record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they record the event on CPOMs where it will be investigated by a Senior Leader.

If staff become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve conversations with Miss Fullwood and support for the victim of the bullying. Sanctions, as detailed in our Relationships and Behaviour Policy, will be put into place for the child who has carried out the bullying. We spend time talking to the child who has been bullied. We explain to the bully why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

All staff must attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying as detailed in our Relationships and Behaviour Policy.

Parents/carers:

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration); being alert to any changes in behaviour such as refusing to attend school or a particular place or activity, or becoming withdrawn and isolated. Parents and carers should support their child to report the bullying. To report an incident of bullying, parents are asked to contact Mr K. Rondeau, Headteacher, and the incident will be investigated.

Children

Children should be able to approach any member of staff within the organisation with personal concerns. Clear messages must be given that bullying is not acceptable and children must be reassured that significant adults involved in their lives are dealing with bullying seriously. Children should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Children should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it. It can be reported to their class teacher, Miss J. Fullwood or a member of the Senior Leadership Team who will investigate. A climate of openness should be established in which children are not afraid to address issues and incidents of bullying. Consideration should always be given to the existence of any underlying issues in relation to race, gender and sexuality. This should be addressed and challenged accordingly.

Responding to incidents of bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on an incident reporting form and also record the incident centrally on CPOMS. Record all incidents and actions taken.
- Designated school staff will monitor incident and information recorded on CPOMS and investigate the incident. When a bullying incident has been identified the first step is to assess the situation and speak to all parties involved. Identify who has been involved and what exactly has happened. It is essential to ensure the immediate safety of the child or young person that has been bullied. This may include ensuring a safe place at break times or a safe route home from school
- Support will be offered to the target of bullying from their class teacher and our community and wellbeing leader- Miss J Fullwood.
- Staff will proactively respond to the bully who may require support from the community and wellbeing leader and Senior Leadership Team
- When an intervention has taken place the following questions need to be asked: Is the victim safe? Has the bullying behaviour been challenged and changed? Has the wider group learnt from the incident?
- Senior staff will contact parents and carers of both the target of bullying and the child who has displayed behaviour that is deemed as bullying
- Staff will assess whether any other authorities (such as police of local authority) need to be involved, particularly when actions take place outside of school.
- Designated school staff (Mrs. G Smith) will produce termly reports summarising the information which the Headteacher will report to the governing body.

Risk of significant harm

Consideration will need to be given to whether any of the individuals involved in the incident are at risk of suffering significant harm. If it is felt, there is a risk of significant harm a referral must be made to Children's Social care. This can be done by using the inter-agency referral form, see [Section 2a - Inter-agency referral to children's social care of a child in need](#) and via a phone call made to the relevant area office. They in turn will contact West Midlands Police if appropriate. Further advice and support with regards to a referral should be sought from the school's Designated Safeguarding Lead (Mr K. Rondeau).

Once a referral has been received Children's Social Care will assess whether the case comes under Section 17 of the Children Act 1989 (a child in need) or Section 47 (child protection enquiries). In either case, the referring individual should be informed of the actions of further action that is required to be taken.

For further guidance refer to [Section 1 - Dudley Safeguarding Children Board Interagency Protocol](#). In addition to section 1 [Section 18 "Abuse by Children and Young People."](#) offers guidance around work with

children and young people who abuse others, while [Section 28 "Child Abuse and New Technologies."](#) offers further guidance in situations where new technologies have been used in incidents of abuse (e.g. cyber bullying) .

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

How does St. Mark's prevent bullying?

We use a range of measures to prevent and tackle bullying including:

- Our school vision: Loving, Growing, Succeeding, Together is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God
- We use a **pupil-friendly anti-bullying policy** to ensure that all pupils understand the policy and know how to report bullying- this can be found on our school website
- Our PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

- Circle time and class collective worship provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Miss J. Fullwood, community and well-being leader, offers support to all pupils on a universal and personalised basis.
- Restorative conversations provide support to targets of bullying and those who show bullying behaviour. Personalised interventions developed by Miss Fullwood where needed.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (Buddy bench for example in the prayer garden, Friendship benches on the playground)
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

Mr K. Rondeau is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy

Monitoring the policy

Mr K. Rondeau and Mrs G. Smith are responsible for monitoring the policy on a day-to-day basis and Mrs Smith is also responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing the policy

Mr K. Rondeau is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required, the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months, in consultation with the whole school community.