



Anti-Bullying Policy

St Mark's CofE Primary School



At St Mark's Primary School we firmly believe that bullying is wrong and damages individuals. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Bullying goes against the heart of our Christian values. Where there is **love**, there is respect, understanding and tolerance. Where there is **forgiveness**, there is the ability to move on and not to carry a weight or look for revenge. Where there is **faith**, there is the ability trust that others will help. Where there is **hope**, we can look to a brighter future, knowing that we are loved and safe at St Mark's.

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It can occur in the real or virtual world.

In defining bullying this way we are specifically putting bullying into a different compartment to the acknowledged 'everyday social jostling' that will take place in a healthy school environment where children are learning how to live alongside each other in a social group.

Our Relationships and Behaviour Policy is paramount to understanding the ethos and context in which we operate at St Mark's. This includes the foundations for establishing positive relationships across our school, and it is the foundation that we build on. This policy does not aim to repeat the key principles for our school as stated in that policy.

AIMS

- To create a safe and happy environment where everyone, but especially children, feels confident in talking about and sharing their worries, knowing they will be listened to, supported and given help.
- To recognise as a community that bullying is unacceptable in any form and action will be taken to ensure that bullying is recognised and dealt with.
- To work in close partnership with parents to ensure that appropriate and acceptable intervention strategies are communicated and used consistently.

PRACTICE AND PROCEDURE

Our whole school ethos is set with high expectations of the individual in terms of their behaviour in all situations and we seek at all times for children and adults alike to show respect for themselves and others.

ROLE OF THE GOVERNING BODY

1. The governing body supports the Head Teacher in all attempts to eliminate bullying from our school.
2. The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy.
3. The governing body responds within ten days of any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks them to conduct an investigation into the case and report back to a representative of the governing body.

ROLE OF THE HEAD TEACHER

1. It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
2. The Head Teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of the children to this fact at suitable moments, for example in worship, as a forum to discuss why this behaviour is unacceptable.
3. The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be a part of their behaviour.
4. The Head Teacher, after investigation, will contact parents and conduct meetings with both sets.

THE ROLE OF THE TEACHER AND NON TEACHING STAFF

1. Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They report all incidents to the Head Teacher who keeps a record of such incidents.
2. If staff witness an act of bullying, they do all they can to support the child who is being bullied. They report the incident to the relevant class teacher and Head Teacher. If a child is being bullied, after consultation with the Head Teacher, the parents are informed.
3. Our school keeps a log where all incidents of bullying inside and outside the classroom are kept.
4. If, as teachers, we become aware of any bullying taking place between members of the class, we deal with the issue immediately. This may involve counselling and support for the victim and a punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. In extreme cases, the Head Teacher may contact external agencies.
5. Staff attempt to support all children in the school to establish a climate of trust and respect by all. By praising, rewarding and celebrating success of all children, we aim to prevent incidents of bullying.
6. We promote an inclusive curriculum, encouraging the children to consider Rights and Responsibility for all children in school.
7. We support Anti Bullying Week. Children are made aware/reminded of what they can do if they are, or a friend is, being bullied – worry box, talk to a teacher or LSA they trust. This may also be phrased as a positive week, such as 'Friendship Week'.
8. Teachers raise awareness of cyber bullying (particularly in Key Stage 2) and liaise with the Head Teacher and parents as appropriate.

ROLE OF PARENTS

1. Parents who are concerned that their child might be being bullied, or suspect that their child may be the perpetrator of bullying, should contact the Head Teacher immediately.
2. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
3. If a parent is a witness to bullying near the school, either on their way to or from school, they should report the incident to the Head Teacher, or staff member who will pass it on to the Head Teacher.

PERPERTATORS AND VICTIMS

Due care must always be given to the victims and perpetrators. Our staff and pastoral team will work hard to provide appropriate support, and promote restoration of relationships where appropriate. The pupils' wellbeing must always be a priority.

MANAGING SUBSTANTIATED BULLYING

Because every situation is entirely unique, there are no pre-defined consequences for a substantiated event or events of bullying. The Head Teacher has the final say in the decision, taking into account the frequency, severity, and impact on the victim. However, any decisions must also have restorative practices as part of the consequences.

MONITORING AND REVIEW

This anti-bullying policy is the governors' responsibility and they regularly review its effectiveness.

Reviewed: Spring 2019

Next review: Summer 2021