

St. Luke's CE Primary School Formby

Anti-Bullying Policy (including child-friendly policy)

**Approved by Full Body March 2023
To be next reviewed Spring 2025**

Child-Friendly Anti-Bullying Policy

The school council members and the Anti-Bullying Ambassadors (ABAs) of St Luke's CE Primary School met to discuss the school's current Anti-Bullying Policy. The pupils agreed that it would help children understand better if a child-friendly version was produced.

Our school: What we want it to be like

St Luke's is a happy school where pupils and staff feel valued, respected and part of a big family. It is a school where we are proud to celebrate our differences. Pupils at St Luke's CE Primary School want everyone to behave in a friendly and respectful way with no bullying. We believe that everyone at St Luke's School is equal and should be treated equally. We want pupils to feel they can stand up to unfair treatment: "Be an upstander, not a bystander!" Our ABAs help us with this.

Why we need to have this Policy and why it is important to us?

A policy helps everyone to know what is expected of them. It is very important that pupils help with the policy as we are a big part of the school. We believe that everyone has the right to feel happy and safe at school and that any form of bullying is not acceptable. This policy shows that pupils who feel they are being bullied will be supported.

What is bullying?

For something to be bullying it has to have happened **Several Times On Purpose (STOP)**. Bullying is intentional (not an accident) and repetitive (happens again and again) or happens again once the person knows it is causing upset. Bullying can be by one person or a group of people.

What are the main types of bullying?

Physical Bullying

- Hitting
- Kicking
- Punching
- Spitting
- Pulling hair
- Pushing
- Or any physical contact that is harmful

Verbal Bullying

- Name calling
- Threats
- Offensive remarks
- Targeting someone because of their religion, skin colour, sexuality, gender identity, ability, looks, height, size, accent or background

Indirect Bullying (Emotional)

- Spreading nasty stories about someone
- Gossiping and leaving someone out from social groups
- Stopping someone from having a happy time at school

Online Bullying

- Sending nasty texts or other messages
- Leaving someone out from a group

What to do if you think you are being bullied?

The first thing to do is tell a responsible adult that you trust such as a teacher, teaching assistant or parent/carer. Be persistent. If the first person you talk to doesn't help, DON'T GIVE UP. Speak to someone else. You could speak to one of our ABAs. If you find it difficult to talk to an adult, write down what has been happening when it has been happening or ask one of your friends to go with you. You shouldn't feel ashamed about being bullied - it is NOT your fault. No one deserves to be bullied!

If you see someone being bullied, be a good friend to them and encourage them to do the right thing by telling an adult. If they are too scared then you should tell a responsible adult immediately. Never join in! If you are not sure, speak to an adult or one of our ABAs.

What happens to the person doing the bullying?

Staff will talk to the person and make sure that they understand that what they did was wrong and will be officially bullying if it does not stop immediately. They will then be asked to apologise to the person and promise that it will stop.

Parents may be informed at this time as well.

If the bullying still continues, then parents will be called to come into the school to discuss what has been happening. Parents will be asked to support the school to stop their child from bullying. If the bullying is very serious or continues, the person could be excluded from school.

How can parents/carers help with this?

If parents/carers think that their child is being bullied, then they should contact the Class Teacher or Headteacher immediately.

Parents should encourage their child to tell a teacher and not retaliate (for example, fight back or say nasty things).

How do we prevent bullying?

Types of activities St Luke's do to help prevent bullying:

- Worship and reinforcing our Christian Values
- Follow-up talks in class
- Anti-Bullying Week annually in November

- PSHE teaching
- Information and support on online bullying and internet safety
- Trained Anti Bullying Ambassadors
- Class rules displayed in each classroom
- Staff training

Our school behaviour policy and our Christian Values help to promote positive behaviour in school and create a happy and caring environment where everyone behaves well and supports each other.

During PSHE lessons, pupils will learn about the consequences of bullying and what to do if they are experiencing bullying.

Posters including the class rules and playground rules are displayed around the school. These inform and remind pupils of what behaviour is expected of them.

Useful websites

Anti-bullying Alliance (ABA) - www.anti-bullying.org Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children can live, grow, play and learn.

Beatbullying - www.beatbullying.org.uk Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, and parents affected by bullying.

Childnet - www.childnet-int.org Childnet International - The UK's safer internet centre

Childline - www.childline.org.uk Childline provides useful information and support for children who affected by bullying. Children can ring their free phone number 0800 11 11 and speak to a counsellor.

Written by School Council and Anti-Bullying Ambassadors and agreed by Governors,
March 2023

St Luke's C.E. Primary School Anti-Bullying Policy

1. INTRODUCTION

- 1.1** Bullying affects everyone, not just the bullies and the victims; it also affects those other children who see it. Less assertive pupils can sometimes be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at our school.
- 1.2** **This school hereby states that bullying is WRONG and will not be tolerated.**
- 1.3** All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined, organised and promotes positive behaviour, it can minimise the occurrence of bullying.
This policy accompanies our behaviour policy, printed separately.

2. AIMS

- ◆ To help each child attain his/her full potential in all respects; academically, physically, mentally, morally, spiritually, emotionally, culturally and socially.
- ◆ To give each child access to learn in a supportive, caring and safe environment without the fear of being bullied.
- ◆ To encourage self-respect, self-discipline and self-confidence, everyone should be able to form positive attitudes towards others and their property.
- ◆ To encourage and recognise appropriate behaviour, and reward positively.
- ◆ To encourage children to be responsible for their actions and to realise that certain actions evoke specific consequences to themselves and others.
- ◆ To encourage children to stand up to injustice and be advocates for fairness.
- ◆ To promote an anti-bullying philosophy throughout the school, ensuring all incidents are dealt with quickly and appropriately.

3 DEFINITION

- 3.1** The definition of bullying for the purpose of this policy has been agreed in consultation as:
“an action repeated over a period of time rather than a single thoughtless act. It involves an imbalance of power, with the powerful attacking the powerless. It can be verbal, physical or psychological, and usually involves intent to create distress.”

3.2 Examples of these forms are: -

Physical - hitting, kicking etc and taking, damaging / hiding belongings, writing notes.

Verbal - name calling, teasing, insulting or identifying physical differences.

Psychological - Being unfriendly, excluding from groups etc, using hurtful expressions and spreading rumours.

4 EQUALITY

The anti-bullying policy should ensure that all children receive their education free from humiliation, intimidation or victimisation regardless of individual differences.

5. ACTION

5.1 If we suspect bullying behaviour, or it is reported by pupils/parents, we talk to both the suspected victim/s and suspected perpetrator/s (separately) and any witnesses to better understand the situation. If bullying behaviour is established, the Headteacher will meet with victim/s and perpetrator/s together to try to resolve the issue and ensure the perpetrator/s understands the impact on the victim/s.

5.2 We support the victim/s in the following ways: -

- By giving re-assurance
- By encouraging them to talk about the situation/s
- Inform the parents or carers of situation (see reporting and recording section)
- Encourage parents/carers to develop and build self esteem
- Offer continual support
- Share information with staff
- Observe and monitor behaviour and self esteem

5.3 We also try to help and change the behaviour of the established perpetrator/s through:

- discussion of reasons for actions
- Informing the parents or carers of the situation (see reporting and recording section)
- Encouraging less aggressive conduct by working with perpetrators to find strategies to deal with their behaviour or attitudes
- Sharing information with staff
- Observing and monitoring behaviour and self esteem

6. Recording and Reporting

6.1 When an incident of bullying behaviour is suspected a **bullying accusation monitoring form** is completed. The person completing the form must report the incident to the Head or deputy head teacher and make a written record on CPOMS, attaching the form. The written report is used as part of an evidence base and will be reviewed by the Headteacher/deputy head. Parents will be informed at this stage.

6.2 If the situation is not resolved at this stage, it is officially recorded as a bullying incident, using the **bullying incident report form**, again attached to CPOMS. *Both sets of parents are reported to at this stage and invited to a joint meeting attended by all parties.*

- 6.3 A record of incidents will be maintained without naming children but will identify the number, type and age group involved. This data will be used for annual review purposes and numbers of incidents of bullying reported termly to governors.
- 6.4 Online bullying by pupils, via texts, messaging apps and emails, will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures.
- 6.5 Chatrooms and social networking sites are the more obvious sources of inappropriate and harmful behaviour and pupils are not allowed to access these sites in school. Some pupils will undoubtedly be 'chatting' on mobiles or social networking sites at home and parents are encouraged to consider measures to keep their children safe when using social media, particularly bearing in mind that many of these sites are not intended for children of primary school age.

7 REVIEW AND MONITORING

The headteacher is responsible for the monitoring and review of the effective implementation of this policy. The review will be used to inform all staff of changes necessary to the policy identified at the beginning of the school year. To monitor standards and review the number of incidents, the data will be used to audit practice and its effectiveness.

Sharon Cowey
Headteacher, March 2023

ST LUKE'S CE PRIMARY SCHOOL
BULLYING ACCUSATION – MONITORING FORM

Date reported:

Reported by:

Alleged perpetrator:

year group:

Alleged victim:

year group:

Form completed by:

Summary of allegation:

School action:

_____ met with both parties (date _____) and summarised the allegations. *Both parties made to understand that, now that the alleged perpetrator is aware of the distress caused, any continuation will be seen as bullying and dealt with in accordance with our policy – i.e. involvement of both sets of parents.*

OR alleged perpetrator's parents were informed the meeting had taken place.

OR both sets of parents were informed that this meeting had taken place.

Alleged victim encouraged to tell an adult or a friend if the action happens again – even if there is some improvement at first.

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Bullying Incident Report Form

This school states that bullying is wrong and will not be tolerated.

"Bullying is an action repeated over a period of time rather than a single thoughtless act. It involves an imbalance of power, with the powerful attacking the powerless. It can be verbal, physical or psychological, and usually involves intent to cause distress"

Definition of bullying agreed in consultation with stakeholders and stated in the school's anti-bullying policy.

Date	Victim Name	Gender	NCY	Perpetrator Name	Gender	NCY

Type of incident (please tick)	Physical	Verbal	Psychological	Damage to property

Additional information attached? Y/N If yes, number of sheets _____

Witness account

Name _____

Action taken

Form completed by: _____ Position: _____

This information is shared with parents of the victim and the perpetrator.

The number of reported incidents each academic year is monitored by the governing body.