

Anti-bullying Policy

Introduction

As stated in the Church of England document, Valuing all God's Children (July 2019):

Schools have a duty to try to remove any factor that might represent a hindrance to a child's fulfilment. We want all pupils to willingly engage in learning in a safe and welcoming environment.

Homophobic, biphobic and transphobic bullying, alongside all forms of bullying, is a factor that can inhibit a pupil's ability to feel safe as well as their foundation for learning. Church of England schools must therefore implement measures to combat it.

At St Michael's we take a proactive approach to promoting positive behaviour in line with the school's distinctive Christian vision and values.

We believe that all people are made in the image of God and are unconditionally loved by God. 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 hospitable community.

Aims and purpose 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.

Definition of bullying

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.

The nature of bullying can be:

- 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, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion

Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability

- Culture or class | Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

2. Reporting bullying

Any member of the school community can report bullying. Reports can be made to any member of school staff who should record it on a bullying report form (Appendix 1).

Reporting – roles and responsibilities

Staff

All staff have a responsibility to **be** vigilant and to identify possible cases of bullying. Staff should play an active role in promoting behaviour in line with school's values. Whether they have identified it themselves or received a report from a third party, staff have a responsibility to report bullying using the agreed format and report it to the Headteacher or Deputy Head.

Senior Staff

The Senior Leadership team and the headteacher 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.

Parents/carers

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. If the pupil is unwilling or unable to report it themselves, parents or carers should make contact with the school either by, making an appointment to see the child's class teacher or making email/telephone contact with the school.

Pupils

Pupils have a responsibility for upholding the school's vision and values. Pupils are expected to be vigilant and report any concerns they have to staff. Where they observe bullying behaviour, pupils should demonstrate **courage** by reporting it to a member of staff.

3. Responding to bullying

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

1. Staff will record the bullying on an incident reporting form and inform a member of senior staff.
2. Senior staff will either investigate the report or delegate this to another member of staff.
3. Once information is gathered, senior staff and the member of staff investigating discuss the outcome and determine whether or not this is a case of bullying and determine an appropriate sanction. They will also consider if any additional agencies need to be informed.
4. Whatever the outcomes, the process and findings will be reported to the reporting person and their parents.
5. The alleged victim of any bullying will be supported in school through time to talk or through other pastoral support appropriate to the situation.

6. Where bullying behaviour is reported and investigated, a follow up call will be made by a senior member of staff to the parent or where a child reported, with the alleged victim to ensure that the matter has been addressed.

4. 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.

5. 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 behaviour log and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

6. 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.

7. School strategies to prevent and tackle bullying

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

- Our school vision 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.
- The 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 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.
- Time to talk is available for all pupils should they need it
- Campaigns such as the NSPCC 'Speak Up' campaign are promoted in school

8. Training

The headteacher 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. The school's Child on Child Abuse policy is a critical document to support staff and should be read and understood alongside the school's anti-bullying policy.

9. Monitoring the policy

The headteacher is responsible for monitoring the policy on a day-to-day basis and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The headteacher 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 3 years, in consultation with the whole school community including staff, pupils, parents, carers and governors.

This policy was reviewed by Z Cahalan in March 2023 and readopted by Governors on 13th March.

Review date: March 2026

Signed: _____ (Headteacher)

Version Control

Version Number	Changes Made	Date	Changes made by
1	New policy	March 2020	
2	Update to 'Training' 'The school's Child on Child Abuse policy is a critical document to support staff and should be read and understood alongside the school's anti-bullying policy. '	March 2023	Z Cahalan

Bullying Report Form

Reporting person/method/Date	
Alleged victim	
Nature of bullying	
Description:	
Investigation actions:	
Outcome/Communication with reporting person:	
Signed:	Date:

Ensure that incidents are followed up within 6 weeks to check for reassurance.

Follow up/Date: