

St Peter's C of E Primary School

Anti-Bullying Policy



“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ The second is this: ‘Love your neighbour as yourself.’ There is no commandment greater than these.”

Mark 12:30-31

As a Christian school we aim to love and serve God first and ourselves and others second. The daily witness for Christ must be demonstrated, not only in word, but also in deed, in caring for our neighbour and showing compassion. Our school is a place which recognises that every child and young person should be given the support, encouragement and opportunities to flourish in their potential as a child of God.

Vision

Every person in our school community has been made in the image of God (Gen 1:27) and is loved unconditionally by God. Everyone is equal in the sight of God and therefore we seek to love one another as Jesus loved others. Our school is a place where we seek to serve others and all in their unique difference are able to thrive. We treat each other with dignity and respect striving to live lives that reflect the Christian values of love, respect, service, forgiveness and trust. We seek that each person be enabled to flourish whatever their differences.

Bullying is never acceptable, this policy reflects our school vision, school mission statement and values as a Church of England school where we expect all the members of the school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other. This will include being able to respect each other even when individuals may hold different points of view from each other. However, as a Christian school we aim to love and serve God first and ourselves and others second.

Aims

- To live out our Christian vision and values following the example of Jesus Christ.
- 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.

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- 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 the school's commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

School Definition of Bullying

Bullying is '**repetitive, hurtful, and intentional and involves an imbalance of power**'.

It 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. The Christian vision and values of the school should lead to a diminishing of any such behaviour.

Not all incidents of unkindness, conflict or unacceptable behaviour are bullying. A one-off incident may not meet our definition of bullying, but it will still be taken seriously and dealt with appropriately. A single incident may also constitute a safeguarding concern, discriminatory/prejudice-related incident or other serious behaviour incident and will be responded to accordingly.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Online / Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gesture, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying
- Sexual/sexist (unwanted or inappropriate comments, name-calling, gestures or behaviour of a sexual or sexist nature)

Bullying could be based on many things, including:

- Race
- Religion or belief
- Special Educational Needs or disability
- Culture or class
- Appearance or health conditions
- Sexual orientation or Gender identity (homophobic, biphobic, transphobic)
- Gender
- Related to home or other personal circumstances

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The definition of disability under the Equality Act 2010: **'a person has a disability if they have a physical or mental impairment which has a long term and substantial adverse effect on their ability to carry out normal day-to-day activities.'**

The school recognises that some pupils, including those with SEND, disabilities or additional vulnerabilities, may be more susceptible to bullying or may experience difficulties in recognising or reporting it. Staff will take account of pupils' individual needs, communication needs and vulnerabilities when preventing, investigating and responding to bullying and will make reasonable adjustments where required.

Incidents involving sexual harassment, sexual violence or harmful sexual behaviour will be treated as safeguarding concerns and managed in accordance with the school's Child Protection and Safeguarding Policy and KCSIE.

Under the Equality Act 2010, the protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The school will challenge discriminatory and prejudicial behaviour and bullying relating to actual or perceived protected characteristics, as well as bullying associated with other aspects of a child's identity, circumstances or difference.

Online bullying may occur through messaging services, social media, gaming, group chats, images, videos or other digital platforms. The school recognises that online incidents occurring outside school can affect pupils' safety, wellbeing and education in school and will respond where appropriate.

Bullying and Safeguarding

Bullying may constitute a safeguarding concern and, in some circumstances, may be a form of child-on-child abuse. All staff must recognise that children can abuse other children and that this may happen inside or outside school and online.

Where an incident raises a safeguarding concern, including concerns about child-on-child abuse, harassment, violence or harmful sexual behaviour, staff must follow the school's Child Protection and Safeguarding Policy and report the concern to the Designated Safeguarding Lead (DSL) or a deputy.

The school will take a child-centred approach, considering the needs and safety of all children involved. Bullying will never be dismissed as "banter", "part of growing up" or an inevitable part of childhood.

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Reporting bullying

St Peter's Primary is a 'telling school.' Pupils are encouraged to 'tell, tell, tell' if they are a victim of bullying.

Children can either:

1. Tell an adult in class.
2. Tell any other adult in school.
3. Talk to a trusted adult at home who can speak to school staff on their behalf.

Staff

- All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

Senior staff

- The Senior Leadership team and the head teacher 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 while also supporting the school in following policy.

Pupils

- The Christian vision and values of the school teach that any kind of bullying is wrong and everyone, both victims and bystanders are encouraged to report it.

Governing Board

- To discuss and agree the anti-bullying policy, and to keep up to date on national guidelines and reports
- To ensure the implementation of the anti-bullying policy
- To monitor: number of bullying incidents, type of bullying, recurring individuals/groups, locations or times, online/off-site incidents, prejudice-related incidents, protected-characteristic patterns, effectiveness of actions/interventions and pupil voice and whether pupils **feel safe and confident to report concerns.**

Procedures for Dealing with Bullying Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached by the child, parent or adult.
- A clear and precise account of the incident will be recorded and given to the head teacher and/or designated lead, using the school's reporting format.

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- The head teacher/ designated lead will interview all concerned and will record the incident on CPOMS.
- Teachers, relevant staff, will be kept informed.
- When responding to online or cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools Relationships and Behaviour Policy.
- Parents/carers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, the police or other local services will be consulted.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- If appropriate; working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctions will be applied, where appropriate, in accordance with the school's Relationships and Behaviour Policy
- Speaking with police or local services.

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Restorative approaches may be used where appropriate, taking account of the needs, wishes and safety of the child who has experienced bullying. A child will never be required to take part in a restorative approach where this would be inappropriate or could cause further harm.

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated lead and/or a senior member of staff/ Head Teacher.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools Relationships and Behaviour Policy.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern.
- Clarifying the school's official procedures for complaints or concerns.
- If online, requesting content be removed and reporting account/content to service provider.
- Instigating disciplinary, civil or legal action.

Bullying/harassment involving adults will also be managed under the school's relevant **staff conduct, grievance, complaints and parent/carers conduct procedures**.

Statement on bullying outside of school

Following Jesus' example we do not tolerate injustice and bullying whether it takes place inside or outside of school. The nature of cyber bullying in particular means that it can impact on pupils 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. The school is active in addressing responsible and respectful use of social media. The school is active in supporting parents to take responsibility for their child's respectful use of social media especially in such a fast changing environment. Staff will assess whether any other authorities (such as police or local authority) need to be involved.

Statement on 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. Staff are also encouraged to record the casual use of derogatory language using CPOMS.

Statement on 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 head teacher 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.

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 whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. There are more extensive opportunities to explore anti-bullying themes within the PSHE programme of study which includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. Together with the PSHE curriculum, the Religious Education programme of study 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.
- PSHE sessions and 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.
- Peer-mentoring, pupil-led programmes such as playground leaders offer support to all pupils
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the school council.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

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Training

The head teacher is responsible for ensuring that all school staff and adults working in school receive training on the vision and Christian values of the school and on the anti-bullying policy.

Monitoring the policy

The policy will be monitored by the senior designated school staff.

The head teacher is responsible for ensuring that the vision and Christian values of the school are rigorously applied to the anti-bullying work in the school and in reporting termly to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for supporting the vision and values and 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.**

Key Legislation and Guidance

- Equality Act 2010
- Education and Inspections Act 2006
- Department for Education, **Preventing and tackling bullying**, current version
- Department for Education, **Keeping Children Safe in Education 2026**
- Department for Education, **Behaviour in Schools: Advice for headteachers and school staff**
- Department for Education, **Preventing and tackling the bullying and harassment of school staff (2026)**
- Church of England Education Office, **Flourishing for All: Anti-bullying guidance for Church of England schools**
- School Child Protection and Safeguarding Policy
- School Relationships and Behaviour Policy
- School Online Safety Policy
- School Equality Policy/Objectives