



St Cuthbert's C of E Primary School

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ANTI BULLYING POLICY



Our Vision



Doing all the good we can, through faith, love and excellence.

Micah 6:8 "This is what the Lord requires of you: to do justice, and to love kindness and to walk humbly with your God."

We want St Cuthbert's to be a school where:

Our Ethos

- everyone flourishes through the guidance of our Christian values.
- teaching and learning is creative, engaging and motivational.
- relationships are positive and serve to support others through **compassion** and **kindness**.

"I have come that they may have life and have it to the full." John 10, V10

Our Expectations

- we show **courage** to be the best that we can be.
- the children make excellent progress, fostering a love of learning.
- every child has an **equal** chance to fulfil their full potential.

"All human kind is made in the image of God." Genesis 1, V26-27

Individuality

- we grow and flourish as individuals; through **endurance** we can achieve.
- the value and worth of each individual is celebrated and everyone feels included.
- the children develop a spirit of **curiosity** and a willingness to rise to a challenge through a broad, enriched curriculum.

"All people are called to transform the world" Genesis 1 V26-31, Micah 6 V8

Working Together

- the children are able to **trust**, show **respect** and **friendship** to others.
- the community enables our pupils and school to grow in a happy, safe, healthy and spiritual environment.
- we foster links and contribute to the educational community through effective communication.

"Every person is an individual and also part of a community." 1 Cor. 12 V12-27

*This is a vision that is inclusive to all as we are reminded in the words of Luke 18:16:
"But Jesus called them to him, saying, "Let the children come to me, and do not hinder them, for to such
belongs the kingdom of God."
For we are all equal in the eyes of God.*

Monitoring, Evaluation and Review

This policy will be promoted and implemented throughout the school.

This policy will be reviewed annually, unless there are significant legislative changes in the interim period.

Policy to be reviewed: Oct 2023

Signed 

Position: Head teacher

Date- Oct 2022

Compassion

"Clothe yourselves with compassion, kindness, humility, gentleness and patience."

Colossians 3:12



Kindness

"Be kind to one another, tender-hearted, forgiving one another as God in Christ forgave you."

Ephesians 4:32



Equal

"You shall love your neighbour as yourself."

Mark 12:31



Potential

"Behold they are one people and they have all one language and this is only the beginning of what they will do."

Genesis 11:6



Friendship

"Encourage one another and build each other up."
1 Thessalonians 5:11



Respect

"For God gave us a spirit not of fear but of power and love and self-control."
Joshua 1:9



Endurance

"I can do all things through Him who strengthens"
Joshua 9



Courage

"Be strong and courageous. Do not be frightened and do not be dismayed for the Lord your God is with you wherever you go."
Joshua 1:9



Trust

"My God is my strength in whom I trust."
Psalm 12



Key Contact Personnel in School

Nominated member of leadership staff responsible for the policy:

Jenny Hawkins (Headteacher)

Designated Safeguarding Lead (s):

Jenny Hawkins (Headteacher)

Daniel Bools (Deputy Headteacher)

Jemma White (Phase 1 leader)

Elizabeth Willoughby (Phase 2 leader)

Pauline Guy (SENDCo)

Named Governor with lead responsibility:

Parveen Kapoor (Chair of Governors)

Linda Harwood (Safeguarding Governor)

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

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools" and DfE research into antibullying practices:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1069688/Preventing_and_tackling_bullying_advice.pdf

Policy objectives:

This policy outlines what St Cuthbert's C. E Primary School will do to prevent and tackle all forms of bullying.

The policy has been adopted with the involvement of the whole school community, including pupils, staff, governors and parents.

St Cuthbert's C. E Primary School is committed to developing an anti-bullying culture where the bullying of children, young people or adults is not tolerated in any form.

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding policy
- Confidentiality policy
- Online Safety and Acceptable use policies

Responsibilities

It is the responsibility of:

The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

School Governors to take a lead role in monitoring and reviewing this policy.

All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents/carers to support their children and work in partnership with the school.

Pupils to abide by the policy.

Definition of bullying

St Cuthbert's Primary School takes a no tolerance view to any form of discrimination. All incidents are recorded, reported and investigated according to the school's policies.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic Transphobic Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

School ethos

The St Cuthbert's C.E Primary School community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school ensures a safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

Monitors and reviews our anti-bullying policy and practice on a regular basis.

Supports staff to promote positive relationships, to help prevent bullying.

Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

Will intervene by identifying and tackling bullying behaviour appropriately and promptly.

Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.

Requires all members of the community to work with the school to uphold the anti-bullying policy.

Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.

Seeks to learn from good anti-bullying practice elsewhere.

Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.

The headteacher (as designated safeguarding lead) or another member of leadership staff will interview all parties involved.

The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.

The school will inform other staff members, and parents/ carers, where appropriate.

Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).

Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behaviour policy.

A clear and precise account of the incident will be recorded on CPOMs by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

When responding to cyberbullying concerns, the school will:

Act as soon as an incident has been reported or identified.

Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.

Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Take all available steps where possible to identify the person responsible. This may include:

- looking at use of the school systems;
- identifying and interviewing possible witnesses;
- Contacting the service provider and the police, if necessary.

Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and DfE guidance in 'Searching, screening and confiscation: advice for headteachers, school staff and governing bodies (July 2022) and Childnet cyberbullying guidance to ensure that the school's powers are used proportionally and lawfully.
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.

Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.

Inform the police if a criminal offence has been committed.

Provide information to staff and pupils regarding steps they can take to protect themselves online.

This may include:

- advising those targeted not to retaliate or reply;
- providing advice on blocking or removing people from contact lists;
- helping those involved to think carefully about what private information they may have in the public domain.

A clear and precise account of the incident will be recorded on CPOMs by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken

Supporting pupils

Pupils who have been bullied will be supported by:

Reassuring the pupil and providing continuous pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, our Emotional Literacy Support Assistant (ELSA), the designated safeguarding lead, or a member of staff of their choice.

An opportunity for a daily catch-up with the class teacher / ELSA to ensure no further bullying has taken place, and to support them with any concerns.

Working towards restoring self-esteem and confidence.

Providing ongoing support; this may include: working and speaking with staff, our Emotional Literacy Support Assistant (ELSA), offering formal counselling, engaging with parents and carers.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:

Discussing what happened, 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 regarding their behaviour or actions.

If online, requesting that content be removed and reporting accounts/content to service provider.

Sanctioning, in line with school behaviour policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable.

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 safeguarding lead, a senior member of staff and/or the headteacher.

Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns.

Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's behaviour policy.

Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.

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 perpetrated the bullying will be helped by:

Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.

Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.

If online, requesting that content be removed.

Instigating disciplinary, civil or legal action as appropriate or required

Preventing bullying Environment

The whole school community will:

Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.

Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).

Recognise the potential for children with SEND to be disproportionately impacted by bullying and to implement additional pastoral support as required.

Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also, children with different family situations, such as looked after children or those with caring responsibilities.

Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.

Be encouraged to use technology, especially mobile phones and social media positively and responsibly.

Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.

Actively create "safe spaces" for vulnerable children and young people.

Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.

Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.

Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school's attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.

Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents).

Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.

Collaborate with other local educational settings as appropriate and during key times of the year, for example, during transition.

Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.

Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

We will:

Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying.

Regularly canvas our pupils' views on the extent and nature of bullying.

Ensure that all pupils know how to express worries and anxieties about bullying.

Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.

Utilise pupil voice in providing pupil led education and support

Publicise the details of internal support, as well as external helplines and websites.

Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Involvement and liaison with parents and carers

We will:

Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.

Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.

Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.

Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.

Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review: putting policy into practice

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning.

The headteacher will be informed of bullying concerns, as appropriate.

The named Governor for safeguarding (Linda Harwood) will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

DfE 'Cyberbullying: advice for headteachers and school staff':

www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE 'Advice for parents and carers on cyberbullying':

www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com/

Show Racism the Red Card: www.srrtc.org/educational

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

www.gov.uk/government/publications/preventing-and-tackling-bullying

LGBTQ

Barnardos LGBTQ Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)