



Anti-Bullying Policy

This policy provides the framework through which we will exercise our duty of care for all our pupils and staff. It relates to the aims and values of the school which are embedded in the strong inclusive ethos of St Jude's.

Approved by:	Curriculum Committee	Date: January 2024
Next review due by:	January 2027	

Rationale

This is our anti bullying policy. It is written in conjunction with our positive behaviour policy and its aim is to outline our whole school approach to bullying incidents and their aftermath.

At St Jude's we understand that all behaviour is communication. In difficult situations, children can find it hard to express their feelings and this is where negative behaviour can exist. Bullying in particular is a behaviour that must be looked at from all angles. For while it is essential that support be given to the victim it must also extend to the perpetrator/s. Finding out why negative behaviours exist, is the first step towards stopping any repetition.

Definitions of bullying

Our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”



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: <ul style="list-style-type: none">• 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, sexual gestures, unwanted physical attention, comments about sexual reputation 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

St Jude's has a whole-school proactive approach towards preventing bullying, which involves explicitly teaching lessons around bullying, including the role of the bystander, and the fact that body language and assertiveness can play a huge role in preventing bullying. We also promote anti-bullying week through assemblies and classroom activities and strive to provide a culture where children feel safe to share their feeling and experiences.

Bullying incidents are recorded on the school's systems: 'Class Charts' and 'CPOMs' safeguarding programme so that perpetrators and victims are tracked.

1) Policy Objectives

- This policy outlines what St Jude's 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.
- To promote an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Links with Other School Policies and Practices

This policy links with several school policies, practices and action plans including:

Positive Behaviour policy

Complaints policy

Safeguarding policy

Curriculum policies, such as, RSE/RSHE, PSHE, E-Safety and computing

DfE guidance "Preventing and Tackling Bullying" July 2017

DfE statutory guidance "Keeping Children Safe in Education" 2023

DFE guidance "Sexual violence and sexual harassment between children in schools and colleges. 2017

3) Links to Legislation

There are several 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 Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

4) Responsibilities

It is the responsibility of:

- The head of school to communicate this policy to the school community, ensuring that disciplinary measures are applied fairly, consistently and reasonably.
- 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.

5) School Ethos

Our School community recognises that all forms of 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 aims to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

- Understands the importance of challenging inappropriate behaviours between peers.
- 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; for example, children with SEND. 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 together to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

6) Responding to Bullying Concerns

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

1. 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.
2. The school will provide appropriate support for the victim making sure they are not at risk of immediate harm and will involve them in any decision-making as appropriate.
3. The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
4. The head of school, Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview all parties involved.
5. A clear and precise account of bullying incidents will be recorded by the school on Class Charts and Safeguard My School in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
6. The school will speak with and inform other staff members, where appropriate.
7. The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with safeguarding and confidentiality issues.
8. Appropriate sanctions and support, for example as identified within the school behaviour policy and safeguarding policy, will be implemented in consultation with all parties concerned.
9. If necessary, other agencies may be consulted or involved, for example, the police, if a criminal offence has been committed, or a MASH referral for social services or Early Help if a child (victim or perpetrator) is felt to be at risk of significant harm.
10. Where the bullying of pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings. If it is

appropriate the DSL will also take this information to the DSL contextual safeguarding group which meets with other schools in the local area once a term.

7) Cyberbullying

When responding to cyberbullying concerns, the school will:

1. Act as soon as an incident has been reported or identified.
2. Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to investigate why and ensure that it does not happen again.
3. Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
4. Take all available steps, if unknown, to identify the person responsible.
5. Confiscate and search pupils' electronic devices, such as mobile phones, in accordance with the law. We will access the DfE 'Searching, screening and confiscation at school' to ensure that the school's powers are used proportionately and lawfully.
6. Request the deletion of locally-held content and content posted online.
7. Where an individual is identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully and victim, as well as ensuring access to any additional help or support they may need.
8. Inform the police if a criminal offence has been committed.

St Jude's will 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 consider and manage any private information they may have in the public domain.

8) Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support from either their teacher, the DSL, head of school or ELSA worker.
- Be advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Work towards restoring self-esteem and confidence.
- Provide ongoing support and where necessary, work with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to support changing the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions including contacting external agencies if appropriate.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school positive behaviour policy. In extreme or repeated cases this will include fixed-term or permanent exclusions.

Supporting Adults

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

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, or the head of school.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future 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 adult code of conduct and disciplinary policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Advise staff to contact the police if a criminal act has taken place.
- Reassuring and offering continued support.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the head teacher 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.

9) 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 (peer on peer abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- Openly discuss differences between people that could motivate bullying, such as children with different family situations or responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school 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-based and discriminatory bullying.
- 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 consider 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 schools' attention, which involves or effects 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.

10) Education and Training

The school community will:

Staff

- Train all staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Have a range of opportunities and approaches for addressing bullying throughout the curriculum, assemblies, class discussions and surveys.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.

Pupils

- Provide curriculum and social opportunities to develop pupils' social and emotional skills, including building self-esteem.
- Regularly canvas 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.

Parents and Carers

- Ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about prejudice-based and discriminatory bullying (including policies and named points of contact) is available to parents/carers via the school website.
- 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.

11) 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 head teacher will be informed of bullying concerns, as appropriate and report on a regular basis to the governing body on incidents of bullying, including outcomes.