

ST MARGARET'S CE PRIMARY SCHOOL



ANTI-BULLYING POLICY

Reviewer: Kelly Magee

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Living Our Values:

At St. Margaret's CE Primary School, our Christian vision *Created to Shine* and our values of *Love* and *Aspire* guide how we create a safe, respectful, and flourishing learning environment.

Love We create a school environment where every child feels seen, valued, and cared for. We listen without judgement, respond with compassion, and work in partnership with families to ensure children feel safe and supported. We promote a culture where pupils know they can talk to trusted adults and where their wellbeing is at the heart of our decisions.

Aspire

We support all children to achieve their full potential by removing barriers, offering tailored support, and encouraging high aspirations. We help them to access learning, and future pathways with confidence and pride.

ANTI-BULLYING POLICY

Overview

The School Council plays an active role in promoting our anti-bullying approach, reflecting our values of Love and Aspire so every child can shine. The School Council has helped to capture pupil voice and has contributed to producing an anti-bullying leaflet for parents and pupils. Pupils have also played an important part in shaping our shared definition of bullying. Anti-bullying work holds a strong profile across the school, with strategies taught through circle time, RHSE (Relationship, Health, Sex Education) lessons, School Council activities, and assemblies. Guided by our values of Love and Aspire, staff and pupils are united in ensuring that bullying is never tolerated at St Margaret's Primary School, creating a safe and nurturing environment where every child can shine.

Definitions

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 may be carried out by an individual or a group and can take a range of forms, including:

- **Emotional bullying** — deliberate actions intended to cause emotional harm, such as excluding others, sending hurtful or intimidating messages, hiding or damaging property, or using threatening looks or gestures.
- **Physical bullying** — any form of physical aggression, including pushing, kicking, hitting, punching or other acts of violence.
- **Racist bullying** — racial taunts, derogatory name-calling, racist graffiti, or offensive gestures directed at an individual's race, ethnicity or cultural background.
- **Sexual bullying** — unwanted physical contact, sexually abusive comments, sexualised language, or behaviour of a sexual nature that causes discomfort or humiliation.
- **Verbal bullying** — name-calling, sarcasm, spreading rumours, teasing, mocking or ridiculing.
- **Cyberbullying** — the misuse of digital platforms or technology, including:

- Sending threatening, abusive or inappropriate messages via email, messaging apps or online chat
- Harmful or intimidating mobile phone calls or text messages
- Misuse of digital devices or platforms, including cameras, videos or social media
- **Child on child abuse** —Inappropriate behaviours between children that are abusive in nature including physical, sexual, or emotional abuse, exploitation or sexual harassment.

Bullying is not:

- a one-off fight or argument
- a friend sometimes being nasty
- an argument with a friend

St Margaret's Commitment to Tackling Bullying in All Forms

We are committed to providing a caring, friendly, and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at St Margaret's CE Primary School. If bullying does occur, all pupils should feel able to tell someone and be confident that incidents will be dealt with promptly and effectively. Timely and well-planned responses to bullying can have a positive impact in reducing the harm experienced by those affected.

Staff responsibility

Staff in our school take all forms of bullying seriously. If/when a member of staff becomes aware of any bullying taking place between pupils, they deal with the issue as follows, taking into account the personalities and domestic circumstances of the children to ensure a sensitive, individual response:

- All staff report any concerns regarding incidents of bullying, (or series of events) to the class teacher in the primary instance.
- The class teacher refers to CPOMS (Child Protection Online Management System) for any evidence of a pattern of behaviour.
- The class teacher ensures the victim(s) is and feels safe.
- Appropriate advice is given to help the victim(s).
- The class teacher listens and speaks to all children involved about the incident separately.
- The class teacher discusses the pattern of bullying behaviour with their Phase Leader.
- The problem is identified and possible solutions suggested. This is then communicated with parents.
- Appropriate action is taken quickly to end the bullying behaviour or threats of bullying.
- The class teacher reinforces to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may

take place and appropriate sanctions applied in line with the school behaviour policy..

- If possible, the pupils will be reconciled.
- An attempt will be made, and support will be given, to help the bully (bullies) understand and change his/her/their behaviour.
- The class teacher records the incidents and outcomes on CPOMS (see Behaviour Policy).

If a child is repeatedly involved in bullying other children or the bullying is of a more serious nature:

- The class teacher informs the Deputy Headteacher (anti-bullying and behavioural lead).
- The Deputy Head/Headteacher informs the parents/carers and they are invited to come into school for a meeting to discuss the problem.
- An investigation will take place into the incident and consequences or sanctions put in place in line with the school behaviour policy.
- After the incident has been investigated and dealt with, each case is monitored to ensure repeated bullying does not take place.
- Bullying incidents are discussed regularly at weekly safeguarding and SLT meetings.

Interventions and Responses to Bullying.

Where bullying is identified, the school may implement one or more of the following formal interventions:

1. Support Group Method, facilitated by the Pastoral Lead, class teacher, or another appropriate adult, involving the victim, the pupil(s) displaying bullying behaviour, and selected bystanders.
2. Follow-up meetings to review progress and ensure the situation is improving.
3. Referral to the Deputy Headteacher/Headteacher, including communication with all relevant parties (Headteacher, parents/carers, victim, pupil(s) displaying bullying behaviour, and bystanders).
4. Implementation of the Behaviour Policy in accordance with the school's graduated response.
5. Temporary removal from class where appropriate.
6. Lunchtime exclusion as a proportionate response.
7. Fixed-term exclusion from school in cases of serious or persistent bullying.

School Commitments

The school is committed to responding to all allegations or incidents of bullying in a consistent, transparent, and child-centred manner. The school will:

1. Take all reports of bullying seriously and establish a clear and accurate account of events and reported to the anti-bullying lead.
2. Provide appropriate support for children who have been bullied, which may include structured support networks or anti-bullying meetings.
3. Support pupils who have engaged in bullying behaviour by offering strategies, guidance, and structured interventions to promote positive change.
4. Meet with those involved, both individually and collectively, to address concerns and agree actions.
5. Promote the development of positive strategies and assertiveness skills through the PHSE (Personal, Social, Health, and Economic education) curriculum and circle-time activities.
6. Engage pupils in agreeing expected behaviours, through RHSE lessons and wider curriculum opportunities.
7. Ensure school staff have received up to date training.
8. Ensure a designated member of staff, chosen by the victim, monitors the situation on a weekly basis and provides ongoing support.
9. Seek appropriate apologies from pupils who have engaged in bullying behaviour.
10. Involve parents/carers at an early stage to ensure a coordinated and supportive approach.
11. Record all bullying incidents consistently on CPOMs, enabling effective monitoring and analysis of patterns or concerns.
12. Accusations of bullying will be discussed in weekly Safeguarding meetings with the DSL team.
13. Use positive peer influence to discourage bullying behaviours.
14. Separate pupils where necessary to prevent further incidents.
15. Address bullying occurring both in school and on journeys to and from school.
16. Seek support from external agencies where additional expertise is required.

It is everyone's responsibility to prevent bullying.

Parents

It is always helpful to take an active interest in your child's social life and to talk regularly about their friends and activities both in and out of school. By keeping up to date with your child's friendships, you may also become aware of any disagreements or difficulties they are experiencing.

Be mindful of signs that your child may be distressed. These could include reluctance to attend school, headaches, stomach aches, missing belongings, or unexpected requests for extra pocket money. There are many reasons why a child may feel unsettled at school, and bullying is always a possibility.

If you believe your child is being bullied, please inform the school immediately and request a meeting with the class teacher or Phase Leader.

If you are not satisfied with the outcome, you may then request a meeting with the Deputy Headteacher or Headteacher.

If concerns remain, you can escalate your concerns to the Governing Body in line with our complaints policy.

Remember that keeping children safe is a shared responsibility. Please allow the school time to investigate any concerns thoroughly. All reports will be treated seriously and followed up promptly.

Anti-Bullying Strategies

The children receive a series of focused lessons in line with our RHSE curriculum. St Margaret's Primary School follows the Kapow RHSE curriculum, which covers bullying, kindness, and friendships. These skills are taught each year through a planned progression.

The school adopts a proactive, whole-school approach to preventing bullying. Staff are expected to:

1. Create positive classroom environments where good behaviour is consistently expected.
2. Monitor behaviour inside and outside the classroom.
3. Show interest in every child and build positive relationships.
4. Encourage pupils to support one another.
5. Use varied grouping strategies to promote collaboration.
6. Pair and group pupils effectively to support peer learning.
7. Apply behaviour expectations fairly and consistently.
8. Promote honesty and encourage pupils to tell the truth.
9. Praise positive behaviour frequently and meaningfully.
10. Establish clear classroom routines.
11. Involve pupils in classroom management and decision-making where appropriate.
12. Talk openly about behaviour and expectations.
13. Anti-bullying strategies will be taught through RHSE lessons and assemblies as part of our preventative curriculum. Lessons may be tailored to meet the specific needs of individual pupils or cohorts.

Procedure for Responding to Bullying

The school follows a clear and consistent procedure when responding to bullying concerns:

- Bullying is treated seriously at all times.
- Children will be listened to and supported.
- Anti-bullying meetings will be held, and discussions will take place during weekly safeguarding meetings to ensure that the behaviour lead is informed and aware of the actions that need to be taken to provide appropriate support.
- A member of staff will support the victim throughout the process.
- Appropriate strategies will be put in place for both the pupil who has been bullied and the pupil displaying bullying behaviour.
- Apologies will be made as part of restorative practice where appropriate.

- Damage to property will be addressed and resolved.
- Parents/carers will be informed of the incident and actions taken.
- The incident will be recorded on CPOMs.

Further Information:

Cyber bullying is addressed through our [Online Safety Policy](#)

Useful websites dealing with bullying are outlined below:

<http://www.anti-bullyingalliance.org.uk/>

<https://www.thinkuknow.co.uk/>