



ST. PETER'S CE PRIMARY SCHOOL & NURSERY EDGMOND

Anti-Bullying Policy

Purpose

The purpose of this policy is:

- to prevent bullying from happening
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, children and their families about what we should all do to prevent and deal with bullying.

This policy applies to everyone involved with St. Peter's CE Primary School & Nursery including staff, governors, volunteers, visiting staff and children and should be read in conjunction with our Behaviour and Relationships Policy.

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC Learning website provides summaries of the key legislation and guidance on:

- bullying and cyberbullying
- online abuse
- child protection in each nation of the UK.

Our approach

At St. Peter's, we believe that:

- children should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.



We will seek to prevent bullying by:

- creating a fully inclusive environment where children feel safe to openly discuss bullying without fear of discrimination
- developing a Behaviour Policy, school rules and Codes of Conduct that set out how everyone at St. Peter's is expected to behave, in face-to-face contact and online, and within and outside of our school
- regularly teaching children about bullying and what to do if they think they or someone else is being bullied
- ensuring all children are taught about equality and diversity at an age-appropriate level and that they understand and celebrate difference
- providing regular opportunities for staff, children and families to have a voice regarding bullying and to discuss ways of preventing it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, online, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, children and families will focus on:

- our responsibilities to look after one another and follow the school rules
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our school as a whole.

We will review the response we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, children and governing body
- welcoming new members to our organisation.

Related policies and procedures

This policy should be read alongside our Child Protection & Safeguarding Policy, Behaviour & Relationships Policy, Staff Code of Conduct, Procedure for Managing Low Level Concerns and Allegations and Equality Information & Objectives.