St. Michael's CE (Controlled) Junior School

Inspired by Him, we serve the community of St Michael's by creating an inclusive learning culture where all differences are respected, where courage is shown to face and overcome adversity, and resilience is embedded in our journey to success so we can be the very best we can be.

Anti Bullying Policy

Creation Date	May 2024	
Issue Date	May 2026	
Agreed & Authorised (Name & Designation)	Mrs Kirsty Kingham Head Teacher	Mr Kevin Davies Chair of Governors
Signature(s)		
Next Review Date	May 2027	
Remarks To be added to the behaviour and safeguarding policy from Sept 2026		

Definition: Bullying is a behaviour which can be defined as the repeated attack, physical, psychological, social or verbal in nature, by those in a position of power which is formally or situationally defined, with the intention of causing distress for their own gain or gratification. (Besag 1989)

Aim: At St Michael's our core Christian Values are respect, resilience and courage; children are given the confidence, courage and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

To achieve this, children will need to understand that:

- bullying is an intentional, repeated attack by those in a position of power;
- bullying can take many forms, including:
    - verbal bullying, which includes name calling, teasing, insulting, writing or sending unkind notes or messages, including cyber bullying (see later in policy);
    - physical bullying, which includes hitting, kicking and taking or hiding belongings;
    - emotional bullying, which includes being intentionally unfriendly, excluding, tormenting looks and spreading rumours;
    - Prejudice based abuse or hate crime which is motivated by a hostility to a person's age, disability, race, religion, gender identity or sexual orientation.
    - cyber bullying, which includes email and internet chat room misuse, mobile phone texts or calls and through the use of social websites.

Children also need to understand that:

- there can be specific types of bullying, including bullying related to:
    - age, race, colour, religion, belief or culture;
    - special educational needs, disabilities or health conditions;
    - gender or sexual orientation;
    - young carers, looked after children, adopted children or other home circumstances;
    - choice of friendship group or interests.
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- bullying behaviour and any form of harassment is unacceptable;
- bullying is a disciplinary matter.

All adults in school will:

- promote an understanding of what constitutes bullying through the Relationships, Sex and Health Education (RSHE) curriculum; using class, school assemblies, focus weeks etc and knowing how this is different from a friendship issue;
- reinforce the four school rules – Be Kind, Be Respectful, Be responsible and Be Safe

- support and guide children who are being bullied, or who are bullying others through individual counselling and, where appropriate the use of the school behaviour policy;
- encourage children to talk to adults in school about bullying, either directly or through the use of safe tell cards;
- treat all incidents of bullying seriously, and in accordance with the guidelines issued to staff;
- record all incidents of bullying on CPOMS; a DSL will transfer them to the bullying log;
- adhere to the schools' behaviour and bullying policies and procedures, and ensure that new staff are given these guidelines as part of their induction programme.

The school will monitor incidents of bullying in the following ways:

- carry out an annual sampling of children (including governor conversations with children) to assess levels of bullying in the school.
- report findings to the staff, the full governing body, parents and children.
- ensure that staff are familiar with a range of restorative practices to address bullying and prevent it happening again.
- Clearly identify prejudice based incidents and hate crimes and monitor the frequency and nature of them within the school.
- Supporting victims of prejudice based incidents and hate

BULLYING GUIDELINES

St. Michaels CE Junior School has a Relationships, Sex and Health Education scheme that forms part of the schools' curriculum. Class Teachers will use this scheme, and other supplementary material to ensure children are taught to recognise and deal with bullying behaviour. Specifically:

- The policy on bullying will be given to all staff in school;
- Class Teachers will discuss and reinforce the four school rules – Be Safe, Be Responsible, Be Respectful, Be Kind and ensure all children know what bulling is and what to do if it is happening to them or they are aware it is happening to someone else.

Children:

- must tell an adult in school or at home if they are being bullied or they know someone else is being bullied;
- must understand the term 'bullying';
- must be able to differentiate bullying from friendship difficulties;
- can tell the school council class representative if they feel there is a problem about bullying;
- must understand that adults only can take action, and will take action if they know there is a problem;
- can use a safe tell card, which is a confidential way of informing the class teacher of incidents of bullying.

All adults in school:

- must listen to children who complain of bullying and treat the matter seriously.

- **Class teachers should address bullying by:**
- Observing & listening to children;
- investigating the problem or incident;
- dealing with the problem – using problem solving approaches, individual counselling, and the schools' behaviour policy when appropriate;
- alerting other staff and parents to the problem when appropriate;
- referring the problem to the Deputy/Headteacher when necessary;
- recording incidents of bullying on CPOMS so that a DSL can transfer this to the bulling recording sheet;
- reviewing the situation to ensure bullying has stopped.

Non-Teaching Staff and Parent Helpers should address bullying by:

- listening to children carefully;
- acknowledging the child's feelings;
- referring the problem to the child's class teacher or another member of staff;
- referring the matter to another member of staff if they feel the incident or complaint has not been resolved.

Monitoring

- The RSHE leader and governors will carry out an annual sampling of children to assess levels of bullying in the school.
- Findings will be reported to Stakeholders.

Adults

The school recognises that adults can be victims of bullying. Adults should seek support from another adult they trust, and approach a senior member of staff who is not involved in the bullying