



**St. Wilfrid's
Church of England
Primary Academy**

Executive Headteacher: Mr S. Colothan



Anti-Bullying Policy

October 2024

'I can do all things through Christ who strengthens me.'

Phillippians 4:13

'Pupils enjoy excellent relationships with their peers and the staff. Pupils know that any incidents of bullying will be dealt with swiftly by teachers. Staff are trained to help pupils to deal with any of their worries or concerns. This helps pupils to feel safe.' Ofsted, January 2022.

Our Christian Vision

***'I can do all things through Christ who strengthens me.'* Philippians 4:13**



1. Our **children** will be rooted in strong faith and academic foundations to thrive and succeed, knowing that Jesus is with them, every step of their journey.
2. Our **staff** will have the highest expectations and aspirations for our children, knowing that together, we can achieve anything through Christ.
3. Our **school** will be a place where children can grow in strength, to be unique and flourish in the presence of God.

Our Mission Statement



We will ensure that our children **achieve** exceptionally well.

We will nurture our children to **believe** in themselves and each other.

We will create a culture of love, **care** and respect for one another.

At St. Wilfrid's, we can do all things through Christ who gives us strength.

Our Aims

1. To provide a distinctly Christian ethos, underpinned by our Christian Values and Scripture, where children can grow spiritually and become reflective decision-makers.
2. To provide a 'literacy-rich' curriculum of the highest quality, that engages and challenges all children in our school community.
3. To provide an environment that excites and stimulates learning, fosters personal growth and responds to the individual needs of all children.
4. To provide a rich and broad education, with enrichment and extra-curricular opportunities, and unique experiences, that prepare our children socially and mentally for their future.

Our Christian Values

Our Christian Values, which are rooted in scripture, are threaded through our school, our decision making and everything that we do.

Love is at the heart of our Christian Values and all members of our school community aim to 'live out' our Christian Values in our actions and choices.



Introduction

At St. Wilfrid's Church of England Primary Academy, we understand that children may be bullied in any school or setting.

We recognise the importance of having:

- A shared understanding of what bullying is and the detrimental impact it can have on a child's wellbeing and achievement.
- A shared understanding of the different forms of bullying, signs of bullying and where bullying can take place.
- Efficient systems for reporting and recording allegations of bullying.
- Effective responses to bullying and prevention of bullying.
- A consistent approach to working together to stop bullying.

Aims and Objectives

At St. Wilfrid's Church of England Primary Academy, we want children to be happy and flourish, both academically and socially. We aim to have a healthy and safe church school community, where individuals take responsibility for their own behaviour and actions, and show respect for others, emphasising the importance of positive relationships amongst all members and groups of our school community.

We promote 'Equity, Diversity, Inclusion and Justice', embracing diversity and celebrating uniqueness. We ensure that everyone is mutually valued and respected, and that in line with the Equality Act 2010, we aim to eliminate any form of discrimination based on sex, gender identity, disability, ethnicity, sexual orientation, religion or belief. We encourage our children to be 'Agents of Jesus', taking social action, where there is injustice, within our community and globally.

We recognise that as children journey through school, they may experience fallouts with their peers. However, we aim to support children to resolve these 'relational conflicts' and stop them from progressing to any type of bullying behaviour. We aim to deal with any form of bullying promptly and effectively. Bullying will not be tolerated at St. Wilfrid's Church of England Primary Academy.

Policy Development

This Policy has been developed to reflect the most recent 'Keeping Children Safe in Education' (KCSIE) Statutory Guidance (1st September 2024) and was formulated in consultation with representation from our whole school community, including children, staff, governors, parents and carers, and other external agencies.

This Policy is available on the school website and from the school office.

Roles and Responsibilities

The Senior Leadership Team and Pastoral Lead are responsible for ensuring that the policy is communicated to the whole school community and implemented effectively.

The Local Governing Board are responsible for monitoring and reviewing the policy.

All staff are responsible for supporting and upholding the policy, ensuring that they create a culture where all children are safe and protected from harm.

Parents and Carers are responsible for supporting their children and working in partnership with school.

What is Bullying?

At St. Wilfrid's Church of England Primary Academy, we define bullying as:

'Behaviour by an individual or a group, repeated over time, that intentionally hurts another individual, either physically or emotionally.' (DfE 'Preventing and Tackling Bullying')

Bullying is **targeted** and usually happens when a relationship is **imbalanced**.

We recognise that bullying can take many forms and can affect any child.

However, we also recognise that incidents may occur between children, which may **not** be deemed as 'bullying', These incidents may be referred to as 'relational conflicts' or falling out.

Children will fall in and out with each other and have disagreements. This relational conflict is a normal part of growing up. During a relational conflict or friendship issue, children may argue, be upset and find it difficult to resolve the disagreement. They are encouraged to find a solution, but support, guidance or intervention from school will be provided if required.

Where there is relational conflict, incidents occur occasionally (not repetitive) and can occur by accident (not intentional). Following relational conflict, children usually show remorse and there is a general willingness to make things right or to resolve any conflict.

Not all relational conflict or falling out leads to bullying, but we are aware that this is possible, and we are mindful that unresolved negative feelings or relationship problems left unaddressed, can be the start of a pattern of behaviour, in which the intention becomes to cause hurt.

Although bullying and relational conflicts can take place between individuals, we recognise that it can take place in front of others. Children who witness these incidents are often referred to as 'bystanders'.

Regardless of whether an incident or situation is deemed as 'bullying' or 'relational conflict', we will address the situation and support children to resolve any negative feelings. We will monitor children following relational conflict to ensure that the situation has been resolved and does not escalate to bullying.

We will challenge, address and monitor any incidents of bullying, to ensure that it does not continue and that children feel supported (this will include the victim, the alleged perpetrator and any bystanders).

Types of Bullying

At St. Wilfrid's Church of England Primary Academy, we consider the context within which incidents occur. We will consider the motivations behind the behaviours and will take into account the ages and stage of development of the children involved. Our priority will always be the safety and wellbeing of our children.

Bullying ('Behaviour by an individual or a group, repeated over time, that intentionally hurts another individual, either physically or emotionally.') **can happen to anyone and may include, but is not limited to:**

- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling etc.
- **Emotional / Psychological** – isolating others, tormenting, hiding belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, coercion etc.
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, exposure to inappropriate material etc.
- **Online / Cyber** – inappropriate posts on social media, sharing of photographs without consent, sending unkind or abuse messages, social exclusion etc.
- **Indirect** – can include the exploitation of individuals such as 'false relationships', criminal exploitation, sexual exploitation, radicalisation etc.
- **Prejudice-related** – derogatory or discriminatory language and behaviour against others with protected characteristics, such as race, religion or belief, sexual orientation, disability etc.

There is no hierarchy of bullying; all forms of bullying are taken equally seriously and will be dealt with appropriately.

Signs of Bullying

At St. Wilfrid's Church of England Primary Academy, we encourage staff to be vigilant in looking out for signs of bullying or other child protection concerns including:

- **Physical** – unexplained bruises, scratches, cuts, missing belongings, damaged clothes, loss of appetite, stomach aches, headaches, bedwetting etc.
- **Emotional** – losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high levels of anxiety, mood swings, tearfulness without reason, lack of confidence, headaches and stomach aches, signs of depression etc.
- **Behavioural** – asking to be taken to school, taking longer to get home, losing personal items, sudden changes in behaviour or mood, concentration difficulties, truancy etc.

Where can Bullying take place?

At St. Wilfrid's Church of England Primary Academy, we understand that bullying is not confined to the school premises. Bullying can take place outside of school, on the journey to and from school, in the local community and online.

We will offer support and guidance to children and families, who have experienced any type of bullying, whether this has taken place inside of school, outside of school or online. We are committed to working with outside agencies, where appropriate to prevent and tackle all forms of bullying.

How we report and record allegations of Bullying

At St. Wilfrid's Church of England Primary Academy, we want children, parents and carers, staff and visitors to confidently report allegations of bullying and know that their concerns will be taken seriously.

Children – Children are encouraged to report unkind behaviour to a member of staff, which might include their class teacher, another teacher, a member of support staff, the Pastoral Lead or a member of the Senior Leadership Team. The staff member will record children's concerns on CPOMS and alert The Safeguarding Team and class teacher(s).

Parents and Carers – We understand that it can be very difficult for a parent or carer to be concerned or hear that their child has been the victim of alleged bullying, has witnessed bullying behaviour or is an alleged perpetrator of bullying. We ask that, if parents or carers have any concerns, in relation to bullying, that they contact their child's class teacher, the Pastoral Lead or Phase Leader. A record of the conversation or email will be logged on CPOMS.

Staff – If staff have any concerns about a child's wellbeing or are concerned that a child is displaying behaviours that may show that they are the victim of bullying, or perhaps perpetrating bullying, they should act on them immediately. Staff will record concerns on CPOMS and alert the Safeguarding Team, and if they are not the class teacher, alert the class teacher(s).

Visitors – We ensure that all visitors to our school are aware of our Safeguarding and Child Protection procedures, and which staff members they should report any concerns to, including bullying. The member of staff who receives the information from the visitor will record concerns on CPOMS and alert the Safeguarding Team and class teacher.

We remain committed to supporting and safeguarding all children involved, including the victim, alleged perpetrator and any bystanders to the incidents or behaviour.

All incidents of alleged bullying are **recorded** on CPOMS under the victim and perpetrator's names.

We also record all prejudiced based incidents on CPOMS.

The effectiveness of our reporting and recording systems is reviewed throughout the year and may be refined to enhance and improve procedures.

How we respond to allegations of Bullying

At St. Wilfrid's Church of England Primary Academy, all allegations of bullying will be taken seriously and investigated. Even if an incident is deemed 'not bullying' or a 'relational conflict', we remain committed to supporting all children who have been involved and are affected.

We keep records of all allegations of bullying on CPOMS. These records are used to identify trends and inform our school's preventative work. Statistical information, both bullying and prejudiced based incidents, are reported to the Local Governing Board every term.

We use a contextual approach to responding to allegations of bullying and each reported incident will be dealt with on a case-by-case basis. Some of our school's response may include, but is not limited to:

- Listen carefully to the allegation of bullying and gain an understanding of the situation and context.
- Investigate by talking to the children involved – this may include the victim, the alleged perpetrator and any bystanders.
- Determine if the reported incident is bullying or an isolated behaviour incident.
- Implement sanctions in accordance with the school’s Behaviour Policy. The action and consequence will be in line with the sanction e.g. Orange Book, Red Book or Gross Misconduct.
- Contact parents and carers of the victim and alleged perpetrator to inform them of the outcome of the investigation (Parents and carers may be invited into school for a meeting with the class teacher, Pastoral Lead and/or Phase Leader).
- Speak with and inform other key staff members about the situation, where appropriate.
- Implement support and intervention appropriate to the situation e.g. regular check-ins from the Pastoral Lead and/or Phase Leader, individual and group work led by the Pastoral Lead, arrange counselling, interventions from other agencies etc.
- Discuss the incident with wider agencies and organisations when appropriate and make referrals as appropriate.
- Maintain records of investigations and actions on CPOMS.
- Monitor the effectiveness of the actions taken and address as appropriate.

How we prevent Bullying

At St. Wilfrid’s Church of England Primary Academy, we are committed to the safety and wellbeing of our children, and therefore, we have developed a range of strategies to promote positive behaviours and to educate our children on anti-bullying.

Throughout the year, the effectiveness of these strategies is reviewed, and strategies may be adapted to address specific incidents or meet the current needs.

The strategies we use include, but are not limited to:

- An ‘Open Door’ Policy for children and families to raise concerns.
- A carefully designed PSHE and RSE curriculum.
- Online Safety within the Computing curriculum.
- An inclusive and supportive school environment e.g. displays, diverse representation etc.
- Themed days and weeks e.g. Anti-Bullying Week, Safer Internet Week etc.
- ‘Agents of Jesus’ Calendar, promoting monthly focuses e.g. Kindness, Justice etc.
- Bespoke support from our Pastoral Lead
- Counselling
- Specific interventions for identified children from external agencies
- Wellbeing Warriors and Play Leaders
- Themed worship and assemblies, including Picture News
- Pupil Voice through Pupil Leadership Team
- St. Wilfrid’s Christian Vision and Values
- St. Wilfrid’s Expectations
- Training for staff
- Communication with parents and carers, including Parents’ Evenings, community events, Newsletters, website etc.
- Strategy for ‘Equity, Diversity, Inclusion and Justice’
- Rewards for good behaviour e.g. stickers, house points etc.

- Parent and Carer Surveys and Pupil Surveys.
- Staff Code of Conduct
- Positive staff role models

Complaints

If a parent or carer is not satisfied with the school's actions, we ask that they follow the Complaints Policy, which is available from our school website and on request from the school office.

Monitoring and Review

This Policy is reviewed and evaluated throughout the academic year.