

St Matthew's High Brooms CE Primary School

Powder Mill Lane
Tunbridge Wells
Kent
TN4 9DY



Anti-bullying Policy

Headteacher: Mrs Sonia Phillips
Chair of Governors: Mrs Karen Stevenson

Ratified: March 2018

Next Review: March 2021 (extended to March 2022 – review of policy to be completed after the lockdown restrictions are lifted, when parents, pupils and staff can be consulted more easily)

Policy written by: Tom Hardwick

Fulfilling God-given potential

*Distinctive Christian values-
Honesty, Kindness, Respect, Responsibility*

Objectives of this Policy

This policy outlines what St Matthew's C of E Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community (this should include children and young people, parents/carers and all school staff) and we are committed to developing an anti-bullying culture whereby no bullying will be tolerated under any circumstances. All members of the school community have the right to learn, work and play in a secure and caring environment free from harm or harassment. They also have a responsibility to contribute by preventing and reporting bullying behaviour.

1) Our school community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; that students abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns about bullying and deals promptly with complaints; parents/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support other relevant organisations when appropriate

2) Definition of bullying

Our school defines bullying as:

“Repeated behaviour by an individual or a group, which intentionally hurts others either physically or emotionally”

Bullying can include: name calling, taunting, mocking, making offensive comments (including the use of the word gay to mean something is rubbish, is wrong, scary or unpleasant); kicking; hitting; pushing; pulling; spitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups, refusing to talk to a person and spreading hurtful and untruthful rumours.ⁱ

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social networking sites, and sending offensive or degrading images by phone or via the internet.

3) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, beliefs, or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (homophobic bullying) including the use of homophobic language
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying, including the use of transphobic language

- Cyberbullying
- Other prejudice based bullying not identified above

4) Preventing, identifying and responding to bullying

The school community will:

- Have a named Anti-Bullying Co-ordinator
- Listen and take time to talk to children and young people who disclose bullying, take what they say seriously and investigate the situation
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff including lunchtime staff and school Governors to identify bullying and follow school policy and procedures on bullying, including recording and reporting incidents of bullying
- Actively create "safe spaces" for vulnerable children and young people
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied

5) Involvement of students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Obtain the views of school council
- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in schools
- Participate in National Anti-Bullying Week
- Publicise the details of helplines and websites using various methods including links on our school intranet and website
- Offer support to students who have been bullied and to those who are bullying in order to address any underlying issues they may have

6) Liaison with parents and carers

We will:

- Ensure that all parents/carers know who to contact if they are worried about bullying
- Report back to parents/carers regarding their concerns about bullying as quickly as possible
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, promoting this by its inclusion on the policy area of the school website
- Ensure all parents/carers know where to access independent advice about face to face and cyber-bullying, including the use of links on our school website
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying

We expect parents/carers to:

- Inform the school of any suspected bullying, even if it does not involve their child
- Encourage their child to report bullying to a member of staff using the 4Ws: Who, What, Where and When

- Inform their child(ren) not to retaliate through violence in any situation
- If their child has been accused of bullying, work in partnership with the school and listen to evidence

7) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Confidentiality policy
- Equalities policy
- Safeguarding Policy
- Pastoral care
- Actions plans taking forward the Every Child Matters Agenda
- Home-school Agreement
- Complaints policy
- Online Safety policy
- The recording of racial incidents
- The teaching of Citizenship and PSHE Education, Sex and Relationships Education and ICT curriculum

8) Continuous Professional Learning

The Anti-Bullying coordinator, along with the Pastoral team and Senior Leaders will ensure that all staff are receiving termly Anti-Bullying training. The Anti-Bullying coordinator will ensure that the named Governor, responsible for Anti-Bullying, is kept up to date with all training delivered. The Anti-Bullying coordinator will contact other local schools to identify elements of their good or outstanding practice that can be adopted for St Matthew's C of E Primary School.

9) Bullying outside of school premises

The school will work collaboratively with local residents, community wardens, police support officers, school transport providers and local businesses to prevent and respond to bullying outside of school.

Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. Actions and responses to non-criminal bad behaviour and bullying which occurs off the school premises is set out in the school behaviour policy.

10) Monitoring and review, policy into practice

This policy will be monitored and reviewed on: March 2022

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school action plan. The school has a named Anti-Bullying Co-ordinator who is responsible for how the school uses the guidance by the DfE, the Anti-Bullying Alliance (ABA) and Project Salus to inform its action planning to prevent and tackle bullying.

11) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly

- The Headteacher to communicate the policy to the school community
- Students to abide by the policy
- Parents/carers to abide by the policy

The named Governor with lead responsibility for this policy is: Chris Wicks

The named member of staff with lead responsibility for this policy is: Tom Hardwick

The named Anti-bullying co-ordinator who is responsible for co-ordinating and strengthening the schools' approach to anti-bullying is: Tom Hardwick