



Adopted: September 2021
Review date: September 2022

ANTI BULLYING STRATEGY

Vision, Mission & Values

 St. Matthew's CE Primary School	
Vision	Core Values The way we do things around here
Outstanding in everything we do	We aim high - We are aspirational for our children, our school and ourselves
Mission The St. Matthew's Way	We encourage - We build people up, we recognise the value of the whole school family
High educational expectations within a caring Christian Community so our children have successful futures.	We have faith - We have the courage to take risks and try new things knowing that this is a safe place and we have faith that God has great plans for our school and the individuals in it We do all this in a culture of respect

Rationale

As a Christian school we have a particular duty to nurture all individuals as children of God and to ensure they feel safe in our care.

Definition

- Bullying of any kind is unacceptable
- All children have the right to feel happy, safe and included
- All children have the right to work and play without fear, harassment or intimidation
- Children who believe they are the victims of bullying will be supported
- The school will work to reduce the negative effects of bullying on work and behaviour

Aims of the strategy

To implement the Anti-bullying Policy to and prevent and deal with any behaviour deemed as bullying. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

- The school will work closely with other professional agencies to ensure that children stay safe as stated in the Children Act 2004 and Disability Act 2001, The Government's 'Every Child Matters' agenda 2003, and Valuing All God's Children
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.
- All Governors, teaching and non teaching staff, pupils, parents/guardians will have an understanding of what bullying is
- All staff and pupils will report any concerns of bullying
- Pupils, parents/guardians will be assured that they will be supported when bullying is reported
- Whole school initiatives will be used throughout the school to reduce the opportunities for bullying to occur and to ensure stakeholders are clear on what bullying is and what it is not.

What is bullying?

At St Matthew's School we understand bullying to be the hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be physical or psychological. It can happen face to face or via technology. Often bullying occurs over a period of time.

Bullying can be:

- **Emotional** – being unfriendly, excluding, tormenting (e.g. taking or hiding someone's things, threatening gestures) ridicule, humiliation
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- **Physical** – pushing, kicking, hitting, pinching or any other forms of violence
- **Racist** – racial taunts, graffiti, gestures, making fun of culture or religion
- **Sexual** – unwanted physical contact or sexually abusive or sexist comments
- **Homophobic** – because of/or focussing on the issue of sexuality
- **Online/Cyber** – setting up 'hate websites,' sending offensive text messages, e-mails and abusing the victim via their mobile phones

- **Any other unfavourable or negative comments, gestures or actions made to someone relating to their disability, special educational needs, culture, religion, gender or perceived area of weakness.**

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling or arguments. It is bullying if it is done several times on purpose. Children fall out with each other or say unkind things because they are upset. It is an important part of a child's development to learn how to deal with friendships, including when they go wrong. We all have to learn how to deal with these situations and develop the social skills and confidence to repair relationships.

Where does bullying happen?

- It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school. In such cases the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Always take an active role in your child's education. Enquire how their day has gone, communicate on a regular basis with the class teacher etc.
- Look out for unusual behaviour in your child for example they may suddenly not wish to attend school, feel ill regularly in the morning, stops eating, begins to under perform at school or not complete work to their usual standard.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your concerns will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not take matters into your own hands by approaching that child on the playground. Please inform the school immediately.
- Tell your child that it is not their fault they are being bullied
- Advise your child not to fight back. It can make matters worse!
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school.
- Work closely with us to solve the problem

Procedures for Reporting and Responding to Bullying Incidents – see policy for full details

All staff will respond consistently to all allegations and incidents of bullying. These will be reported to the head teacher and recorded on an behaviour incident slip (available in the staffroom or school office). All those involved will have the opportunity to be heard, notes will be made which the Headteacher may decide need to remain in the child / children's file until such time that all parties are satisfied the issues have been resolved. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step by step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations immediately to class teacher.
2. Record incident in writing.
3. The victim will be reassured and made to feel safe

4. Staff will listen and speak to all children involved about the incident
5. The problem will be identified and possible solutions suggested
6. Staff will engage the victim/s and bully/bullies in making choices about how the matter is resolved.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
8. Staff will reinforce to the bully that their behaviour is unacceptable
9. The bully/bullies will be asked to genuinely apologise when appropriate. Other consequences or sanctions may be put in place
10. Support will be given to help the bully/bullies understand and change his/her behaviour
11. Where deemed appropriate the Headteacher will invite the parents of the child who is bullying to come into school for a meeting to discuss the problem.
12. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
13. All incidents of bullying will be recorded on the school's file and kept confidentially.
14. Incidents of bullying will be reported to the Local Governing Body and to Surrey County Council where applicable.

The following sanctions may be used:

- Verbal reprimand by the Headteacher
- Apologise to the victim/s verbally or in writing
- Loss of privileges e.g. playtimes, fun activities in school etc. not essential to the curriculum
- Involving parents where appropriate
- The use of a behaviour contract (to be checked regularly by senior staff)
- Be removed from class for a set period of time (internal exclusion)
- In more serious cases a fixed term exclusion may be necessary.
- Reports of incidents of bullying are reported to the Governors (as least termly) by the Headteacher.
- In extreme cases a permanent exclusion may be necessary. The local authority Exclusions Policy will be used as guidance in such circumstances and this will be monitored by the Governors.

Creating an anti bullying climate in school

We promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well being and include and support each other regardless of culture, gender, academic or physical ability. This will be achieved through our ethos, collective worship, the curriculum, PSHCE, pupil voice and school council, ELSA and through our strong relationships with pupils.

Monitoring and Review:

Our policy & strategy is shared with all stakeholders.

All staff are made aware of the characteristics of bullying and know that they have duty to report any suspected cases of bullying to the Senior Leadership Team.

Parents can ask to view the policy at any time and it can be found on our website.

Senior Leaders and Governors are responsible for reviewing the policy.