Original Date Written	Latest Date Reviewed	Date Adopted	Date for Review
November 2016	January 2024	March 2021	January 2025

Marlborough St Mary's CE Primary School

Anti – Bullying Policy

Together we believe, learn and achieve

Marlborough St Mary's CE Primary School

Anti-Bullying Policy

Our Vision is of an inclusive, happy and successful school at the heart of the local community. Together, our families and staff help our children to become confident, independent learners that care for themselves, each other and the environment around them. Be brilliant, be bold, be kind and together we will believe, learn and achieve.

At Marlborough St Mary's Primary School, we believe that every child has the right to learn in a safe, caring and nurturing environment. Any form of bullying in school is considered unacceptable and every incident is taken very seriously.

Definition

'Bullying is the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.' Anti-Bullying Alliance

Bullying usually has a significant emotional component, where the anticipation and fear of being bullied seriously affects the behaviour of the victim.

Bullying can be inflicted on a child by another child or an adult. It might be motivated by actual differences between children, or perceived differences.

Bullying can take many forms, including:

- Emotional - excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic, transphobic and other bullying, focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours
- Religious – a negative focus on religious difference or how somebody expresses their faith
- Cyber - all areas of the internet (e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology (e.g. camera & video facilities)

Cyberbullying is bullying that takes place using technology. This can also be referred to as 'Online bullying'. Whether on social media sites, through a mobile phone, or gaming sites, the effects can be devastating for the young person involved. Children and young people who use cyber bullying do not need to be physically stronger and their methods can often be hidden and subtle.

Bullying often starts with apparently trivial events such as teasing and name calling which nevertheless rely on an abuse of power. Such abuses of power, if left unchallenged, can lead to more serious forms of abuse.

Bullying is a type of behaviour which needs to be defined by the impact on the child being bullied rather than by the intention of the bully.

Aims and Objectives

At Marlborough St Mary's we aim to:
- develop positive relationships through a restorative behaviour approach, which promotes self-esteem and self-discipline and which establishes clear expectations of all members of the school community.
- develop a school ethos in which bullying is regarded as unacceptable.
- ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is.
- produce a consistent school response to any bullying incidents that may occur
- make clear each person's responsibilities with regard to the preventing and tackling of bullying in our school.
- ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying occurs.

Guidelines for Staff

At Marlborough St Mary's we manage unacceptable behaviour by utilising restorative practices. Through the continual use of restorative language, we aim to keep incidents of unacceptable behaviour to a minimum. It is the responsibility of all staff to prevent occurrences of bullying and to deal with any incidents quickly and effectively.
- All staff will watch for early signs of distress in pupils and will listen to children's concerns and act upon them.
- Adults and children at Marlborough St Mary's are expected to model respect for everyone, at all times.
- Staff need to be available and willing to listen – children rarely lie in these circumstances.
- All observed incidents must be dealt with immediately, or as quickly as possible.
- Offer victims immediate support – inform parents if appropriate.
- Avoid the bullying model when applying sanctions – do not bully the bully.
- Be punctual if on duty and ensure staff are spread around the playing area so all children can be seen.
- Use all pupils as a resource in countering bullying e.g. peer pressure, discussion groups, engender empathy through role play, etc.
- Ensure pupils know what to do when they are bullied – everyone has a responsibility to tell.
- Know who vulnerable pupils are and help support them whilst on the playground.

Prevention

Curriculum
Themes in the PSHE curriculum help the children form positive relationships with themselves and each other e.g. Celebrating Difference - Includes anti-bullying (cyber and homophobic bullying included) and diversity work.

- Online lessons and Key Stage Assemblies (such as Internet Legends) address issues of cyber bullying.
- RE lessons teach children about other religions and about respecting beliefs.
- Activities around 'Anti-Bullying' Week.

Environment

- At Marlborough St Mary's children and adults are encouraged to put things right together. All members of staff are trained in the key principles of Restorative Practice and we understand the importance of modelling positive language, behaviour and take time to develop positive and meaningful relationships with colleagues and pupils.
- The school's mission statement and values are actively taught and inform the ethos and attitude of the school community.
- Collective worship, assemblies and circle times teach children that concerns can be brought to the attention of staff by the victims, their friends or their parents.
- Staff should stress how unacceptable bullying is in the school community and how important it is to discuss problems openly in order to get bullies and their victims help.
- An atmosphere of openness and honesty in line with the school ethos.
- An active, safe environment with adequate levels of supervision.

Pupils

- Restorative approaches encourage pupils to think about how their behaviour affects others - both pupils and staff. It helps children to develop respect, responsibility and truth telling.
- If a pupil in our school has been negatively affected by someone's behaviour, we will try our very best to make sure they feel that it has been put right for them and that it will not happen again. If a child has done something wrong, they will be asked to put things right and change their behaviour so it does not happen again.
- Pupils are encouraged to take positive action to prevent bullying from occurring, through utilising the knowledge, skills and understanding, as learnt through the curriculum, to minimise their potential to become a 'victim'.
- Pupils are asked to report incidents and offered various methods of communication to encourage the reporting of bullying, for example, telling a friend, telling an adult and Circle Time.
- The PSHE subject leader and School Council work together on initiatives to raise the profile of anti-bullying in school.

Parents/Carers

- Bullying is always taken seriously by the school.
- Pupils are encouraged to tell a parent if they are concerned at school.
- Parents/Carers reports are logged on CPOMS and flagged with the appropriate category
- Parents are provided with updates and guides about cyber bullying and advised how they can work together to prevent bullying of this nature.
- The Pastoral Manager will liaise with pupils and parents/carers to ensure both victim and bully are handled with sensitivity and care. Appropriate sanctions are employed and external agencies referred to when necessary.

Procedure for dealing with bullying
The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a restorative approach, where children and adults are encouraged to put things right together:
- Note incident in CPOMS
- Discuss at length with the victim, which will require patience and understanding.
- Identify the bully/bullies, obtaining witnesses where possible.

- Discuss the details with the children concerned and ask them to tell the truth about the situation/incident. Make it clear that this behaviour is not acceptable at school.
- Help the bully to become aware that his/her actions are considered to be bullying and that they are hurtful to the victim through a restorative justice model.
- Ascertain, if possible, the causes of the incident and help the bully to resolve his/her problems.
- Involve parents of both the victim and instigator throughout.
- Use central logging form to record brief notes of meetings.
- Follow sanctions as set out in the school behaviour policy.
- Monitor the situation.
- Put follow up support in place for both the victim and the instigator.
- Ensure all staff have appropriate information in order to ensure raised vigilance.

Recording

All racist and homophobic incidents will be recorded and tagged as such on CPOMS. These incidents are reported to parents of both the perpetrator and the victim to help avoid repetition and emphasise the importance of the event. These incidents are also reported to governors.

Related Policies

- Behaviour Policy
- Single Equalities Policy
- PSHE Policy
- Home School Agreement
- Health and Safety Policy
- Special Educational Needs and Disability Policy

The Anti-Bullying Policy will be reviewed annually.