

Anti-bullying Policy

St Margaret's CEVAP School



Approved by: Learning & Standards

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Last reviewed on: Spring 2026

Next review due by: Spring 2027

Anti-bullying Policy

Rationale

The aim of the Anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

This policy is designed to ensure that pupils are encouraged to report bullying and that as a school we are alert to signs of bullying and endeavour to act promptly and firmly against it.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through clear school policies and appropriate personal, social and health education
- To show commitment to overcoming bullying by practicing zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims
- To ensure that pupils develop the self-esteem to speak up when confronted with bullying behaviour

Definition

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves. There is often a perceived or real imbalance of power.

The main types of bullying are:

- **Physical** - hitting, kicking, theft
- **Verbal** - name calling, remarks may be directed towards gender, ethnic origin, physical/social disability, weight or appearance
- **Racist** - racial taunts, graffiti, gestures
- **Homophobic or Transphobic** – focusing on sexuality
- **Indirect** - spreading rumours, excluding someone from social groups, being unfriendly, tormenting (eg. hiding books, threatening gestures)
- **Cyber** - All areas of internet, such as email and internet chat room misuse; mobile threats by text messaging and calls; misuse of associated technology i.e. camera and video facilities

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Whole school actions to create an anti-bullying culture (see Appendix 1)

Opportunities to raise awareness of the impact of bullying are created through Collective Worship and curriculum areas such as PSHE and creative learning through art, music, and drama to enhance children's social and emotional skills. This will be done by:

- Promoting a culture of respect for all
- Celebrating differences and modelling empathy
- Highlighting the Christian values we uphold as a school
- Reminding pupils what is bullying behaviour and what is not
- Encouraging witnesses of bullying to speak up and report it
- Ensuring that reports of bullying are taken seriously and investigated
- Helping pupils know what to do if they are the victims of bullying (see *Appendix 2*)

Responsibilities

Senior Leaders

- To ensure that procedures are in place to confront bullying in any form
- To liaise with parents
- To monitor the effectiveness of procedures
- To hold records of any concerns or investigations

All staff

- To implement the school's agreed procedures to deal with bullying in any form
- To investigate as fully as possible and listen to all parties involved in incidents
- To contact parents to tell of the outcome and how the matter will be resolved.
- To record bullying incidents on CPOMS

Teaching staff

- To promote the use of a range of teaching and learning styles and strategies which challenge bullying
- To record bullying incidents on CPOMS
- To promote the use of interventions which are least intrusive and most effective

Monitoring, Evaluation and Review

The senior leadership team will monitor this policy on an ongoing basis and the Headteacher will report to governors, when required, on its effectiveness. Staff and Governors will review this policy annually and assess its implementation and effectiveness.

Appendix 1

Whole school procedures to be followed as a result of an allegation of bullying

- When bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- The member of staff will either interview all concerned and will record the incident or if more appropriate will request that a member of the Senior Leadership Team deals with the incident.
- A clear account will be recorded on CPOMS and an alert sent to the DSL team and Phase Lead.
- Parents of the child alleged to be bullying will be informed.
- Class teachers will be kept informed.
- Parents will be kept informed. A member of the Senior Leadership Team will interview all concerned and will record the incident.
- Sanctions will be used as appropriate and in consultation with all parties concerned. Any of the following sanctions may be used.
 - ✓ A clear warning
 - ✓ A warning with parents present
 - ✓ Segregation on the play ground
 - ✓ Loss of break time in line with the Behaviour Policy
 - ✓ Internal exclusion - working in another class for a specified period of time
 - ✓ Exclusion from lunch hall
 - ✓ Suspension
 - ✓ Permanent exclusion

Pupils who have been bullied will be supported by:

- The offer of an opportunity to discuss the experience with an appropriate member of staff
- Being given reassurance and told not to blame themselves
- Restoring self-esteem and confidence
- Counselling from the pastoral team

Pupils who have bullied will be helped by:

- Discussing what happened
- Exploring why the pupil became involved
- Establishing the wrong doing and need to change
- Suggesting an alternative strategy to help future situations
- Informing parents / carers to help change the attitude of the pupil
- Implementing a Behaviour Plan if necessary

Both pupils will be monitored regularly to ensure that the bullying does not re-occur.

Appendix 2

Advice for victims of bullying

During a bullying incident

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can

After they have been bullied, pupils should:

- Tell an adult at school as soon as they can
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already