St Cuthbert's Primary School

Anti-Bullying Policy

Vision:

In our family school, we strive to be the best for today, for tomorrow, for ourselves, for each other, the wider world and for God.

As a Christian family we nurture an understanding that we are all of equal value and infinite worth.

In the safety of our unique family we will flourish and grow towards being Global Citizens and Courageous Advocates.

('You are now citizens together with God's people and members of the family of God'. Ephesians 2:19)

Mission statement:

Learning to love, loving to learn in the family of Christ.

('Encourage one another and build each other up'- 1 Thessalonians 5:11)

Member of staff responsible: E. Coolican
Date policy written: February 2026
Date to be reviewed: February 2027

Intent

This document is intended for all teaching and non-teaching staff, ancillary staff and governors. Parents have access to this document on the school website and may request a printed copy from the school office, for which there may be a small charge.

Our philosophy on discipline reflects the school mission statement in encouraging children to 'be the best for today, tomorrow, for ourselves, for each other, the wider world and for God' and we encourage children to recognise that 'we are all of equal value and infinite worth'. Our five core values of excellence, respect, resilience, tolerance and inclusivity and kindness are also promoted across the curriculum. The children at St Cuthbert's are encouraged to take a pride in themselves; to foster and develop a positive attitude to self-discipline and develop understanding and tolerance for people of all diversities.

It is our aim to eliminate opportunities where negative behaviour becomes a barrier to learning. It is our intention to provide an education that is well-designed, fit for purpose and meets the needs and desires of our children.

Effective discipline is central to the smooth running of the school. All children have the right to learn in a safe and secure environment. This allows children to develop both as an individual and as a community member, promoting and allowing mistakes to be made in a safe and secure environment, where support if needed is tailored to the requirements of the child linked to the 'Every Child Matters' agenda.

Role of the Head and Governing Body

The school will fulfil its legal duty of care to ensure its pupils do not come to harm. Formal incidents are reported by the Headteacher to the governing body on a termly basis. Blackburn with Darwen individual reporting forms are sent to the community cohesion team monthly by the Headteacher.
The definition of bullying is used as a guide to schools when reporting all bullying incidents. The school regularly monitor incidents of bullying and report to governors every term as part of the safeguarding report.

Dissemination of the policy

The policy is to be used as a key vehicle for communicating and celebrating the anti-bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti-bullying policy into staff and governor training, the school curriculum and whole school assemblies, as well as taking on board other opportunities to raise awareness e.g. anti-bullying week and targeted group work.

Procedures for monitoring and evaluation of policy

To ensure this policy is effective it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups, children's comments and incidents recorded on CPOMS will be used to gauge the effectiveness of the policy. Following an annual review, any amendments will be made to the policy and everyone informed. An annual report will then be issued to the Governors and the updated policy will be available on the website.

AIMS AND OBJECTIVES

Aims

- To raise awareness of bullying and create a school climate which encourages children to disclose and discuss incidences of bullying behaviour
- To bring about conditions in which bullying is less likely to happen in the future by celebrating diversity
- To reduce and, if possible, to eradicate instances of all types of bullying including incidents of harassment especially where the pupil or young person has any form of additional needs
- To clarify the reporting processes using CPOMs in the first instance
- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying behaviour arises.
- As a school we take bullying behaviour seriously. Pupils and parents should know that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE lessons, Worship, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- 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.

Links with other relevant school policies

- PSHE/RSE Policy
- Safeguarding Policy
- Behaviour Policy
- ICT and acceptable use policies
- Health and Safety Policy

Entitlement

Everyone at St Cuthbert's CE Primary School has the right to:

- *Work and play in a safe and secure environment, free from aggression and abuse.*
- *To express their attitude constructively and have these respected by others.*
- *To feel valued, listened to and included in all aspects of school life.*
- *To have an uninterrupted education.*
- *To have personal property respected.*

Everyone at St Cuthbert's CE Primary School has the responsibility to:-

- Behave acceptably in all situations.
- Accept consequences of their actions.
- Understand their responsibilities in the learning process
- Be polite and co-operative with everyone, respecting their rights and feelings.

- To show respect and tolerance to all including the named protected characteristics of the Equality Act.
- Respect school and other children's personal property.
- Eliminated discrimination.
- Celebrate difference.

DEFINITIONS OF BULLYING

We define bullying as:-

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally". Leaving the victim/s feeling defenceless.

The main types of bullying can be identified as:

- **Physical**
  Kicking, hitting, pushing, taking belongings
- **Verbal**
  Name calling, taunting, making offensive comments
- **Indirect / Emotional**
  Excluding people from groups and spreading hurtful and untruthful rumours, any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs
- **Cyber bullying**
  The use of text messaging, emailing, videoing and internet usage deliberately to upset someone else
- **Child on Child Abuse**
  Child on Child abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in child on child abuse is under the age of 18. 'Child on child' abuse can relate to various forms of abuse (not just sexual abuse and exploitation), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim.

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying.

It can be difficult to recognise a child who is being bullied: therefore, we have drawn up some indicators which may suggest that a child is being bullied.

- A sudden reluctance to come to school.
- A change of attitude to peers / adults
- Absenteeism
- Loss of interest in school activities.
- Becomes withdrawn, anxious or lacking in confidence.
- Becomes aggressive, disruptive or unreasonable.
- Has unexplained cuts or bruises.
- Possessions go "missing" or are damaged.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and investigated.

Bullying away from the school premises

Parents are requested to speak to staff about any incidents of bullying they are aware of, which happen when their child is going to and from school. We do not ignore it, and in these cases the

parents will be contacted by the Headteacher. We do ask parents not to try and deal with the situation themselves, as they may not be fully informed. Small children can feel intimidated by adults they do not know questioning them, and this, in itself is a form of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents at St Cuthbert's C of E Primary School.

The following step-by-step procedure will be followed: -

1. Person witnessing incident or to whom a disclosure has been made will ensure the victim(s) is and feels safe.
2. Appropriate advice will be given to help the victim(s). They will be reassured that something can be done about the situation.
3. Incidents can be reported confidentially, using CPOMS to which all staff have access. The incident should be logged under the category of 'child on child abuse'.
4. Class teacher will be informed via CPOMS (if not the person witnessing or disclosed to or part of the behaviour team).
5. All actions taken will be added to the original incident report where possible.
6. The Headteacher will have access to all incidents and report these to the Local Authority as required.
7. If it is a major incident parents will be informed and invited into school to discuss the incident/problem.
8. Staff (including Headteacher or S.L.T.) will listen and speak separately to all the children involved about the incident.
9. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
10. Staff will reinforce to the bully that their behaviour is unacceptable.
11. The bully / bullies may be asked to apologise. Other consequences may take place and appropriate sanctions applied (see next section).
12. If possible, the pupils will be reconciled.
13. An attempt will be made, and support given, to help the bully / bullies understand and change his/her/their behaviour.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed regularly at staff meetings.
16. The Safeguarding Lead or Headteacher will present termly reports to the Governors.
17. If necessary and appropriate, the Child Protection Officer (School Social Services) or Police will be consulted.

All staff may be involved at some time with bullying incidents and will be required to fill in the log on CPOMS but the Headteacher and S.L.T. need to be informed and then be involved in meeting with parents and dealing with the incident as appropriate.

Parental support for all pupils involved in bullying incidents.

The school endeavours to have open and supportive communication with parents in relation to all bullying incidents. Parents, who are concerned that their child may be being bullied, or who may suspect that their child may be the perpetrator of bullying, should contact the class teacher immediately. Parents have a responsibility to support the schools anti bullying policy and to actively encourage their child to be a positive member of the school.

Pupil Management

Use of Sanctions

The following sanctions may be used:

The children have also discussed this question in their classes and some of the sanctions they suggested are included below:

- Discussion with bully to see if they understand what they have done
- Apologise to the victim(s) verbally or in writing
- Bully is asked for reasons for showing bullying behaviour.
- Lose privileges
- Lose playtimes (stay with class teacher, do extra work)
- Spend playtimes and lunchtimes with an adult.
- Parents will be invited into school to discuss behaviour and sanctions to be deployed in school and at home.
- Be removed from class and work in isolation.
- Bully is made aware of victim's feelings.
- Fill in a reflection sheet.
- Report to the Headteacher or Deputy Headteacher.
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum.
- Fixed term exclusion.
- Permanent exclusion as a final conclusion if all else fails.

Strategies for the prevention and reduction of bullying

- Involving the whole school community in writing and reviewing the policy.
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and effectiveness of the anti-bullying policy.
- Each class agreeing on their own set of class rules and class contracts.
- Involvement in Anti-Bullying Week each year.
- Raising awareness through regular anti-bullying assemblies.
- PSHE (Personal, Health & Social Education) scheme of work (SCARF) from Reception to Year 6 is used to support this policy.
- Circle time on bullying issues
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Introducing playground improvements and initiatives.
- Using ELSA support to solve arguments / disagreements.
- Victims of bullying are encouraged to report what has happened
- Using PALs to lead playground activities with younger children.
- Display Child Line Posters and other "help lines" for the children.
- Celebrating Diversity and encouraging tolerance throughout school.

Procedure for Parental Complaints

- Parents will be asked to put their complaint in writing to the Headteacher.
- The Headteacher will respond to this complaint in an appropriate way and ensure that a written reply is sent to the parents within two working days.
- Where the Headteacher is unable to resolve the complaint then the matter will be forwarded to the Governors / Local Education Authority for their attention. Parents will be informed of this course of action.