

# **Brinscall St John's C.E./ Methodist Primary School**



## **Anti-Bullying Policy and Practice**

**Date of policy: Spring 2025**

**Date approved by Governing Body: Summer 2025**

**Review date: Spring 2027**

## Statement of intent

At Brinscall St John's CE/Methodist Primary, we believe all children are a gift from God and should be able to flourish and 'shine with the light of Jesus'. We seek to live out Christ's 'Golden Rule' by doing unto others what we would have them do to ourselves and endeavour to follow the commandment to love our neighbour.

At Brinscall St John's CE/Methodist Primary School, we endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken. We strive to be successful in our approach to bullying.

This policy is an extension of our school's Behaviour Policy and is directly linked to the school's vision and mission statement which is:

**Shine with the light of Jesus – Matthew 5:14-16. You are the light of the world.**

Within our school family, everyone is valued and encouraged to flourish. We encourage everyone to let their light shine in all aspects of their life, following the example of Jesus Christ. We hope for each member of our school family to understand how much they are loved by Jesus, so we can each flourish, and shine His light out into the world around us by the way that we live.

## What is bullying?

Bullying takes place and can take place in all schools. Schools which openly acknowledge that bullying is occurring and take immediate action to deal with each individual case are the most successful in ensuring that children and adults do not suffer the lasting effects of such experiences.

At Brinscall St John's, our definition of bullying is: **"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"**

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression. Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

The staff and governors of Brinscall St John's CE/Methodist Primary School accept that bullying can manifest itself in any of the following behaviours, although this is not an exhaustive list:

<b><u>Emotional</u></b>	Being unfriendly, excluding, tormenting, threatening behaviour
<b><u>Physical</u></b>	Pushing, kicking, hitting, punching or any use of violence
<b><u>Verbal</u></b>	Name calling, sarcasm, spreading rumours, teasing, use of derogatory language
<b><u>Extortion</u></b>	Demanding money/goods with threats
<b><u>Online</u></b>	Use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
<b><u>Prejudice-based</u></b>	Acting, or encouraging others to act, to discriminate against a pupil based on their (or their relation's) characteristics (see 'Statutory Implications'). This can incorporate any of the above
<b><u>Sexual</u></b>	Unwanted physical contact, sexually abusive comments

## **Preventing Bullying**

At Brinscall St John's CE/Methodist Primary School, we aim to prevent bullying from happening by:

- Promoting a secure and happy environment, free from threat, harassment or unpleasant behaviours.
- Creating a school ethos in which bullying is regarded as unacceptable.
- Building a positive ethos based on respecting, celebrating and understanding all types of difference.
- Raising awareness of bullying and address its causes and consequences through our PSHE, RE, Collective Worship and whole school curriculums.
- Combatting and challenging bullying behaviour in all its forms and to encourage co-operative behaviour at all times.
- Recognising and respond to bullying behaviour whenever encountered.
- Taking all reports of bullying seriously.
- Producing a consistent school response to any bullying incidents that may occur.
- Sharing all reports of bullying with the headteacher and all other relevant stakeholders.
- Providing support for children who are bullying/or being bullied.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Working with both parties to find solutions and identifying the most effective way of preventing reoccurrence and any consequences.
- Thinking about any safeguarding concern and report concerns to Designated Safeguarding Lead.

### **Reporting Bullying**

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils are encouraged to report bullying to:

- A trusted adult
- An adult in school

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult. Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Trusted adults have their pictures up throughout school for ease of identification for children. Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

### **Responding to Bullying**

The school will take the following steps to respond to an incident of bullying:

- 1) Secure the safety of the target of bullying. This will include reporting any safeguarding concerns to the Designated Safeguarding Lead. The target of bullying will be provided reassurance that their concerns are listened to and actions will be taken.
- 2) Take action. The school will consider who else is involved and what roles have been taken. A clear message will be sent that bullying must stop. Parents will be informed and the school will work with all parties to identify the most effective way of preventing re-occurrence.
- 3) Reflect. The school will consider the next steps that are required to learn from the instance, for example, future teaching and learning or training.

All bullying incidents are monitored and recorded to determine patterns or trends that require further action. These are recorded and reported using 'CPOMs' within school.

### **Procedures for Parents**

If a parent has concerns about their child, they should speak to school immediately. In the first instance, this should be the class teacher. If bullying is identified as a concern, this will be referred to the

headteacher. The headteacher at Brinscall St John's is always informed of bullying incidents and monitors the situation.

If a class teacher is unavailable, parents can make an appointment to speak directly to the headteacher. The school will then work with both the child and parents to ensure that bullying stops and support is given where needed.

Parents should **not** confront the bully or their parents. This can complicate the situation and distress the pupil.

The school will deal with all children involved and their parents directly. Parents will be informed of any action the school is taking that involves their child. Parents **will not** be informed of actions that involve other children.

If parents feel that their concern has not been dealt with appropriately, they should follow the school complaints policy.

All members of our school community deserve to be treated with respect, including pupils, staff, parents and governors. It is expected that polite conduct is maintained at all times and that individuals are treated with dignity and respect both in face-to-face conduct and online.

### **The Role of the Governing Body**

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. This will be done through a monitoring entries on the school's online recording resource (CPOMS) and through responses during class discussions (especially during PSHE sessions) and pupil questionnaires. Annual pupil questionnaire feedback for Year 3 – Y6 also provides feedback along with teacher interviews with KS1/EYFS pupils. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

### **Monitoring the Policy**

This policy is monitored on a regular basis by the Headteacher, who reports to governors about the effectiveness of the policy on request. To discover the extent to which bullying exists in school and to monitor the extent to which our anti-bullying policy is effective.

The anti-bullying policy is the governors' responsibility and they review its effectiveness regularly.

### **Roles and Responsibilities**

At the time of review, the following members of staff are responsible for Bullying in the following roles:

**Designated Safeguarding/Anti-Bullying Lead:** Mrs Joanna Owen – Head Teacher.

**Backup Designated Safeguarding/Anti-Bullying Lead:** Mr A Lewis, Deputy Headteacher; Mr S Westwood, Senior Teacher and Mrs E Rounding, Senior Teacher.

**Governor with Responsibility for overseeing Safeguarding/ Anti-Bullying:** Mr Duncan Frost – Chair of Governors.

Our children may approach any member of staff above, or indeed any member of staff in school. To try to make this process even simpler for all our pupils we have identified staff who that some children may find it easier to approach. These staff will help and support children and feedback on their behalf to the

appropriate lead person. These staff are named and pictured on noticeboards and identified to pupils during special days, events and PSHE sessions.

Headteacher: Mrs Joanna Owen

Date: Spring 2025

Chair of Governors: Mr D Frost

Date: Spring 2025

Review date: Spring 2027

## **Appendix 1 – Statutory implications**

Our school understands that, under the Equality Act 2010, we have a responsibility to:

- Eliminate unlawful discrimination, harassment, including sexual harassment, victimisation and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic (s) and people who do not share it.

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

We believe that the nine protected characteristics are actively promoted in school through our school ethos, values and policies; assemblies, worship themes and PSHE education.

Our school understands that, under the Human Rights Act (HRA) 1998, it could have charges brought against it if it allows the rights of pupils to be breached by failing to take bullying seriously.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or in a way which conveys a message which is indecent or grossly offensive, a threat, or contains information which is false and known or believed to be false by the sender.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.
- Other forms of bullying which are illegal and should be reported to the police include violence or assault, theft, repeated harassment or intimidation, and hate crimes.