



Saint Pierre School,
16 Leigh Road, Leigh-on-Sea, Essex SS9 1LE

Anti – Bullying Policy

| Policy Owner (Position) | Last Updated By (Name) | Date of Last Review | Date Next Review Due |
|--|------------------------|---------------------------|---------------------------|
| Deputy Head | Peter Lane | 30 th May 2022 | 30 th May 2023 |
| Read in Conjunction with: Promoting Positive Behaviour and Sanctions Policy. | | | |

At Saint Pierre School we expect everyone to work together to achieve high standards of learning and behaviour, in a safe, secure, happy, and stimulating environment in which both children and adults are valued, respected, and included. Our school is a place where every person has the right to be themselves.

Bullying of any kind is unacceptable and will not be tolerated at our school. At Saint Pierre the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment, or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review, and assess the impact of our preventative measures.

Objective

Every school member has the right to be safe from bullying and this view is upheld and reinforced by the actions of others.

A definition of bullying

Bullying is defined as deliberately hurtful behaviour, often (but can be a one off incident) repeated over a period of time. It can take many forms, but the main types are:

- Physical (e.g. hitting, kicking, theft),
- Verbal (e.g. name calling, racism, sexism, sarcasm, rumour mongering, inappropriate teasing, homophobic remarks),
- Emotional (e.g. behaviour which is intentionally hurtful to the emotions of the victim),
- Excluding – deliberately excluding people from friendship groups with bad intent,

- Hurtful behaviour based on racism – racial taunts, graffiti, gestures,
- Sexual behaviour – unwanted physical contact, abusive comments,
- Disability – whether that be physical, mental or emotional,
- Cultural – based on the cultural differences between people,
- Special Educational Needs,
- Electronic/Cyber Bullying – e.g. text messages, websites, photographs, social networking, video and email.

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
 - Gender identity (transphobic bullying)
- Special Educational Needs and Disability (SEND)
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people

Peer on Peer

At Saint Pierre, we recognise that children are vulnerable to and capable of bullying and abusing their peers. This includes verbal as well as physical abuse. Peer on peer bullying or abuse will not be tolerated. We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of peer on peer bullying and abuse within our school and beyond. In cases where peer on peer abuse is identified we will follow our Peer on Peer Abuse Policy and child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation.

No form of bullying will be tolerated, and all incidents will be taken seriously.

Effects of bullying

Saint Pierre School acknowledges the potential seriousness of bullying in causing psychological damage and sometimes physical harm (whether inflicted or self-inflicted).

Procedures to follow

Any school member, whether a child or an adult, has the right not to be bullied and are actively encouraged to tell someone this who will be in a position to end the bullying.

Reporting bullying PUPILS WHO ARE BEING BULLIED:

If a pupil is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as,

- a friend,
- family member,
- trusted adult,

- teacher or any teacher they have a particular affinity with,
- An older child,
- The Proprietor,
- Head of Early Years,
- Headmaster.
- Report anonymously through class worry box,
- Call ChildLine to speak with someone in confidence on 0800 1111.

Children are encouraged/ reminded at various junctures during the course of a normal week to tell someone if they have even the smallest of problems. The children are reminded regularly that small problems are easy to deal with and should not be allowed to escalate.

Children and staff affected by bullying are also encouraged to tell their parents and/or family. A parent or family member has a duty to inform the school of accusations of bullying behaviour so that the school can investigate. Where there is reasonable cause to suspect that a child is suffering or likely to suffer, significant harm from the behaviour of another child or children, then this situation will be reported to local agencies and all the children involved, both perpetrator and victim, may be treated as being 'at risk'.

Any adult experiencing bullying is encouraged to tell a colleague, Head of EYFS, Proprietor/Headmaster or anybody else who might be in a position to help including outside agencies.

Reporting – roles and responsibilities STAFF:

All school staff, both teaching and non-teaching (for example chef, bus driver) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying.

If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

SENIOR STAFF:

The Headmaster, through the Senior Leadership Team has overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

PARENTS AND CARERS:

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office:

Saint Pierre School,
16 Leigh Road,
Leigh- On- Sea,
Southend-On-Sea,
SS9 1LE,
01702 474164,

PUPILS:

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Investigation and recording

Where bullying is reported, an accurate written record of events and facts is kept in the anti-bullying/behaviour log which is now stored on Integris (previously in the School Office in the grey filing cabinet under, 'Incident Book'), these detailed accounts will be used to support and identify patterns of behaviour and incidents.

Responding to bullying When bullying has been reported, the following actions will be taken:

- Staff will record the bullying in the Anti-bullying log (Integris).
- The Senior Leadership Team will monitor the Anti-bullying log and analyse/ evaluate the results.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher.
- Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault
- Staff will pro-actively respond to the bully who may require support.
- SLT will discuss target's with class teacher to devise a plan of action
- Staff will decide to inform parents or carers and where necessary, involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated at Saint Pierre School. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored within our central Anti-bullying log. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions

Support and sanctions

The school will employ a range of strategies to ensure that the victim is supported and protected in the future and that the bully/bullies fully understand the hurtful and damaging nature of their actions. Punishments may be applied if appropriate and may be serious, including temporary suspension and permanent exclusion. Parents of both the victim and the bully/bullies will be informed and the school will work with the families to ensure that bullying behaviour is not repeated.

Involving Parents

We involve parents to ensure that they are clear that the school does not tolerate bullying and that they are aware of the procedures to follow if they believe that their child is being bullied. We make sure that our parents feel confident that we will take any complaint about bullying seriously and resolve the issue in a way which protects the child.

For bullying incidents parents of both parties are always kept fully informed about how the alleged bullying is being handled.

Promoting an anti-bullying ethos

At Saint Pierre we promote our anti-bullying policy through

- twice weekly teacher and pupil-led assemblies where children are also praised/rewarded for their behaviour, kindness, positive role modeling, along with more academic achievements, through the use of our school house point system, certificates and post cards home to parents,
- Anti – Bullying policy which is shared with all staff and displayed on the school website,
- PHSE schemes of work,
- Form time and form teacher discussions,
- Weekly drama lessons,
- Stories,
- Topic themed lessons/activities,
- Through the School Council,
- By the setting of appropriate examples of behavior by all staff and embedding a fundamental school ethos.
- Difference and diversity are celebrated across the school through diverse displays, books and images.
- The whole school participates in events including Anti-Bullying Week, and Black History Month.

Staff awareness raising and training

Staff awareness of important factors surrounding peer on peer abuse, along with both low-level and serious bullying outlining the possible effects is raised through ongoing weekly staff meetings which are attended by teachers and other staff, at which children's pastoral welfare is discussed and any bullying related issues are discussed. Should there be the need, an emergency Staff Meeting will be called that same day.

All staff are required to remain constantly alert to bullying and the need to reduce the risk of it arising. Teachers should pay particular attention to times and locations where bullying might be more prevalent, such as break times and trips.

Staff failing to deal with an incident appropriately will be required to undergo further training. Whilst it is easy to say that there is no bullying at Saint Pierre School, everybody needs to be constantly vigilant and a 'zero tolerance' approach will be adopted to proven cases of bullying.