



St Pauls Church of England
Primary School
Leamington Spa



ANTI-BULLYING POLICY

OUR SCHOOL VISION

Matthew 19:14 Jesus said, *“Let the little children come to me”*
We are all equally important, listened to and loved by God.

INTRODUCTION

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. This is echoed in our school vision and our school values. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school – anyone who knows that bullying is happening is expected to tell a member of staff.

WHAT IS BULLYING?

Bullying is the behaviour of another person or group which is intimidating, insulting, distressing or aggressive which happens in a sustained manner.

The school adapts the ‘STOP’ philosophy to defining bullying. This acronym means:

S – Several

T – Times

O – On

P – Purpose

Coloured cards are not deemed appropriate for such behaviour and as a result any such will be dealt with following the schools policy on bullying.

Bullying can include:

Physical:

Pushing, kicking, hitting, pinching or any use of violence.

Verbal:

Name-calling, sarcasm, spreading rumours, teasing.

Emotional:

Excluding, tormenting (ie hiding books, threatening gestures), being unfriendly, racial taunts, graffiti, gestures.

Sexual:

Unwanted physical contact or abusive comments.

CYBER BULLYING

Bullying can occur through the use of technology and online. This may be through the use of emails, chat rooms or social networking sites. If any such incidents take place in school it is the schools responsibility to deal with this and laise with parents. See the schools acceptable use of ICT policy for more information.

In this ever changing world of technology it is now possible for such incidents to take place out of school time, whilst in the care of the parents / carers. In such cases it is the parents / carers responsibility to deal with these issues in the appropriate manner. It is vital that if this takes place the parents / carers inform the school immediately in order to monitor this in school also.

OBJECTIVES:

- For all staff, governors, pupils and parents to have an understanding of bullying and its prevention.
- To understand that bullying will not be tolerated by any member of our community.
- To ensure all incidents of bullying are reported and the school's procedures followed.

PROCEDURES AND CONSEQUENCES:

1. Children and parents must report bullying incidents to staff.
2. Staff record incidents of poor behaviour following the schools behaviour policy. Consistent unacceptable behaviour targeting others is followed up by the senior management team.
3. All serious incidents of what could be construed as bullying are referred to the Headteacher.
4. Parents will be informed immediately of any cases deemed by the Headteacher as bullying. Parents will be asked to come to a meeting to discuss this and the appropriate way forward to deal with it..
5. The bullying behaviour and threats of bullying must stop immediately. Consequences are outlined in the schools behaviour policy with regards to serious issues.
6. An attempt will always be made by the school to help the bully or bullies to accept their behaviour, look at the reasons for this behaviour and offer suitable support if appropriate. This will be in liaison with parents and carers.

PREVENTION:

- (a) We have a pupil council so that all pupils have a voice.
- (b) Each class develops a code of conduct through circle time at the beginning of each year. This is agreed and displayed/recorded for all to refer to.
- (c) All incidents of poor behaviour are dealt with in accordance with the behaviour policy. Records are kept I the heads office with regards to red card behaviour and bullying.
- (d) PSHE is a valued part of our curriculum. Issues associated with bullying can be addressed in this time through the play, poetry, story writing, drawing pictures, hearing stories and debates.
- (e) Assemblies focus on bullying and link to theme days and weeks throughout the year. EG. Anti-bullying week and cyber bullying.

- (f) Social and communication skills are developed through the foundation and Key Stage 1 curriculum.
- (g) The school liaises with the Learning and Behaviour Support Service, the Educational Psychologist and School Medical Officer and other outside agencies.

LINKS TO OTHER POLICIES:

This policy links and supports the following policies:

- Recognising and Supporting Behaviour Policy
- Equality Policy
- Safeguarding Policy

FLOURISHING FOR ALL

In September 2024 the National Society for Education released a guidance document called 'Flourishing for All: Anti-Bullying Guidance for Church of England Schools'. This guidance outlines the Church of England's stance on prejudicial bullying and the expectations on Church of England Schools with relation to this. St. Paul's schools uses this document alongside our Anti-Bullying Policy in its education and practice. We believe that St. Paul's should enable every child to flourish and believe each and every child are unique and made in the image of God. St. Pauls should be a safe environment where bullying of any kind is not tolerated. Our school vision ensures that this is a non-negotiable.

The more information on this guidance and the full document can be read by clicking on the link below:

[Flourishing for All](#)

Date of Policy - October 2024

Date of Review – October 2026