



Together we love to learn  
and learn to love

## **St. Mary's CE Infant School**

### **Anti-Bullying Policy**

St Mary's Infant school is committed to inspiring every child. We embed the Christian value of love across school life because we believe that a child who feels loved, secure and happy is a learning child. We encourage our children to achieve their potential, develop their talents, celebrate their uniqueness, and rejoice in their relationships with others.



The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in our school. We firmly believe that only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at St Mary's.

This policy operates within the context of our Behaviour Policy and Equality Policy.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

We use the following age appropriate definition with the children to ensure that they understand the difference between bullying and 'falling out':

Several

Times

On

Purpose

We recognise that 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 absence from school. Pupils are encouraged to report bullying in school. We also recognise that bullying can present itself in a variety of ways, including; emotional, physical, racial, religious, sexual, verbal, cyber and sexism.

We also recognise that bullying may be taking place outside of school hours. If this sort of bullying is suspected to be taking place then the school will investigate the incident and contact the parents of the children involved. The school will intervene at the point where it is deemed that the offending behaviour is having a negative impact on the child.

All staff, including support staff and lunchtime supervisors, are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Statutory duty of schools:**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to take measures to prevent bullying among pupils and to inform staff, parents and pupils of these. In our school documents that relate to the prevention of bullying include our Behaviour Policy and Behaviour booklet, PSHE (Personal, Social and Health Education) Policy and Scheme of Work.



Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE activities, e-safety sessions, assemblies and subject areas, as appropriate, in an attempt to prevent such behaviour occurring

## **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on the 'Notes on a pupil' form and given to the Headteacher
- The Headteacher will interview all concerned and will record the incident
- Parents will be kept informed
- Appropriate measures will be used in consultation with all parties concerned

## ***Pupils***

### **Pupils who have been bullied will be supported by:**

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support e.g. by offering words of reassurance and 'checking in' with the child. Opportunities to discussing what has happened and use 'St. Mary's Repair Sheet'
- restoring self-esteem and confidence e.g. by pairing children up as 'buddies', positive praise and nurture support if appropriate

### **Pupils who have bullied will be helped by:**

- discussing what happened and where appropriate complete 'St Mary's Repair Sheet'
- discovering why the pupil became involved
- establishing the wrong doing and the need to change the behaviour
- informing parents or guardians to help change the attitude of the pupil

In Extreme cases the following disciplinary steps may be taken:

- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion



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## **Parents/Carers:**

Where aggressive or bullying behaviour is observed or reported, class teachers will speak to parents/carers about their concerns.

Similarly, if parents or carers themselves have any concerns of this nature then we ask them to speak to the class teacher in the first instance as they have a clear understanding of the nature of the relationships in the class. If the situation continues then a meeting with the Headteacher can be scheduled.

This policy will be promoted and implemented throughout the school.

For further information please see the Oxfordshire Anti-bullying page

[www.oxfordshire.gov.uk/anti-bullying](http://www.oxfordshire.gov.uk/anti-bullying)