

St Thomas' CE Primary School Anti-Bullying Policy

1. Introduction

At St Thomas' CE Primary School, we are committed to fostering a safe and inclusive environment where all members of our school community feel valued, respected, and free from bullying. This anti-bullying policy outlines our approach to preventing and addressing bullying behaviours to ensure the well-being and happiness of our pupils.

2. Policy Statement

We believe that every individual in our school community has the right to be treated with kindness, dignity, and respect. Bullying, in any form, is unacceptable and will not be tolerated. Our school is dedicated to creating a culture of inclusivity, empathy, and support that empowers pupils to report bullying and to actively work toward its prevention.

3. Definition of Bullying

Bullying is defined as any deliberate, hurtful, repetitive behaviour, either verbal, physical, or psychological, that is intended to intimidate, upset, or harm another individual. It may be carried out by an individual or a group, and it can happen in person or online. Bullying is the deliberate act of seeking out another individual. It is different to 'falling out' or 'seeking to get ones own way' due to immaturity and poor decision making. These incidents can still cause distress and intervention and support can be needed to restore positive relationships - but it is not bullying.

4. Prevention Strategies

Our school is committed to preventing bullying through:

Education and Awareness: We will educate pupils, staff, and parents about the different forms of bullying, its impact, and how to prevent it. This includes incorporating anti-bullying messages into our curriculum.

Promoting Respect: We will promote a culture of respect, empathy, and kindness throughout the school, encouraging positive interactions and relationships among pupils.

Effective Supervision: Staff members will be vigilant and proactive in monitoring pupil interactions, both inside and outside the classroom, to identify and address potential bullying behaviours.

Cyberbullying Awareness: We will educate pupils about the risks and consequences of cyberbullying, helping them to develop responsible and respectful online behaviours.

5. Reporting and Responding

All members of the school community have a responsibility to report incidents of bullying. Reporting can be done anonymously, and all reports will be taken seriously. Once a report is received:

- The incident will be investigated promptly and impartially by designated staff members.
- Support will be provided to the victim.
- Where bullying is deemed to have taken place, appropriate disciplinary action will be taken against the perpetrator(s), including informing parents and moving forward through education and intervention.

6. Support for Pupils

Our school is committed to providing support to all pupils involved in bullying incidents:

- Victims will be offered immediate support, including nurture and guidance, to help them cope with the emotional and psychological effects of bullying.
- Perpetrators will be offered educational interventions aimed at promoting empathy, understanding the consequences of their actions, and changing their behaviour. Parents will be involved in this process.

7. Inclusion and Intervention

We acknowledge that some pupils may be more vulnerable to bullying due to their background, characteristics, or special needs. Our school is dedicated to addressing bullying in all its forms, including prejudice-based bullying, and will take appropriate actions to ensure the safety and well-being of every pupil.

8. Partnership with Parents and Carers

We believe that addressing bullying requires collaboration between the school and parents or carers. We encourage open communication and invite parents to work with us in preventing and addressing bullying.

9. Review and Monitoring

This policy will be reviewed annually by the school's leadership team and Governors to ensure its effectiveness and relevance. Any updates or changes will be communicated to staff, pupils, parents, and relevant stakeholders.

10. Conclusion

By working together as a school community, we can create an environment where bullying has no place, and every pupil can learn and grow in a safe and supportive atmosphere.

Signed:

Headteacher
23/8/2023

Review Date: September 2024