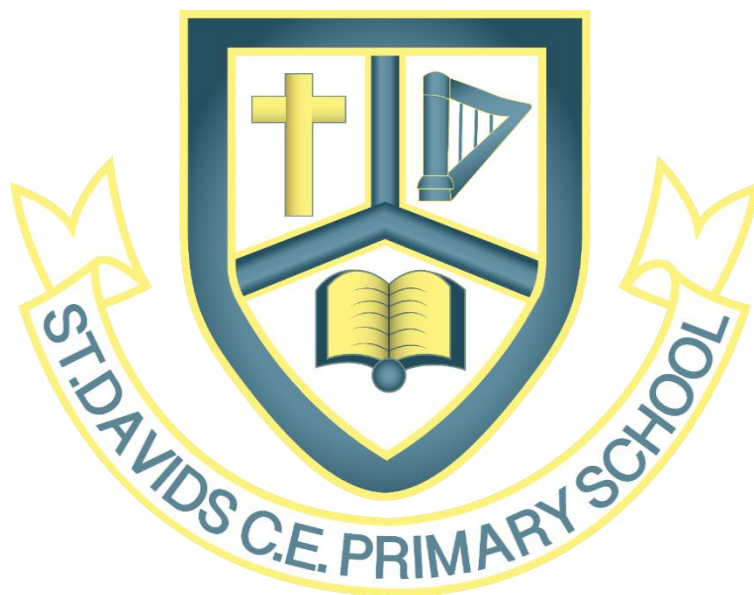


Anti-Bullying Policy



Together in God's love: aim high, stay strong, be determined!

*"Stand firm in the faith: be courageous; be strong. Do everything in love."
(1 Corinthians 16: 13-14)*

Reviewed: May 2025

Review Date: May 2027



St David Haigh and Aspull Vision and Mission Statement

Our Vision:

'Stand firm in the faith; be courageous, be strong. Do everything in love.' 1 Corinthians 16:13

In a caring, Christian environment, our children will be motivated to develop a love of learning and a curiosity for the world we live in.

Our staff will deepen understanding, develop aspirations, and enrich the lives of all children, knowing that with God's love we can achieve anything.

Our school will be a place where children experience awe and wonder, grow spiritually and flourish as courageous advocates, within our global community.

Our Mission Statement:

'Together in God's love, aim high, stay strong, be determined.'

Our Mission Statement is the heartbeat of our school and simply means, 'God is with you...Try your best.'

Our Aims:

To provide a distinctly Christian ethos, that is inviting, inspiring and inclusive, underpinned by our Christian Values and Scripture, where children know and love Jesus.

To inspire our children to have a life-long love of literature, who are given a range of varied and engaging reading experiences.

To provide an enabling environment that encourages creativity, develops confidence and self-esteem, and makes a connection with the world outside.

To provide an ambitious and broad education, with enrichment and extra-curricular opportunities, as well as unique experiences, that prepare our children socially and mentally for their future.

Our Values:

Our Christian Values of Trust, Wisdom, Hope, Endurance and Friendship, which are rooted in scripture, are threaded through our school, our decision making and everything that we do.

The purpose and scope of this policy

At St David's we work with all stakeholders to encourage children to progress academically, socially, and emotionally both in and out of the school setting. We recognise that there are times in schools where bullying may occur and the impact this can have on children and families. At St David's, it is our aim to address any incidents of bullying quickly and effectively to ensure that all involved can move on and flourish in school. We aim to ensure that all individuals show respect for others, build positive relationships with the whole school community, take accountability for their actions, and are guided by our 6 Core Values.

We aim to ensure that all individuals are mutually valued and respected and, in line with the Equality Act 2010, aim to eliminate any form of discrimination based on: sex, gender identity, disability, ethnicity, sexual orientation, religion or belief. As a school, we encourage children to be 'Agents of Jesus', taking social action where there is injustice across local, national, and international communities.

This policy has been developed using guidance from the NSPCC and to reflect the most recent 'Keeping Children Safe in Education' Statutory Guidance (September 2024). The policy is published on the school website and can be requested from the School Office.

The policy has been formulated with representation from the whole school community including Children, Parents, Teaching Staff, Governors, and Directors of Learning Together Trust.

This policy applies to anyone working at St David Haigh and Aspull CE Primary School.

Aims of the Anti – Bullying Policy

The aim of this of this policy is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying.

At St David's we use the child-friendly acronym:

'STOP – Several Times On Purpose' to support children in understanding what bullying is.

We also use:

'STOP – Start Telling Other People', to support children in understanding what to do if they feel they are the victims of bullying OR are aware of another person who is being bullied.



Types of Bullying

At St David's, we consider the context within which incidents occur. We will consider the motivations behind the behaviours and will consider the ages and stage of development of the children involved. Our priority will always be the safety and wellbeing of our children.

Bullying ('Behaviour by an individual or a group, repeated over time, that intentionally hurts another individual, either physically or emotionally.') can happen to anyone and may include, but is not limited to:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling etc.
- Emotional / Psychological – isolating others, tormenting, hiding belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, coercion etc.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, exposure to inappropriate material etc.
- Online / Cyber – inappropriate posts on social media, sharing of photographs without consent, sending unkind or abuse messages, social exclusion etc.
- Indirect – can include the exploitation of individuals such as 'false relationships', criminal exploitation, sexual exploitation, radicalisation etc.
- Prejudice-related – derogatory or discriminatory language and behaviour against others with protected characteristics, such as race, religion or belief, sexual orientation, disability etc.

There is no hierarchy of bullying; all forms of bullying are taken equally seriously and will be dealt with appropriately.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Preventing Bullying

At St David's, we aim to foster a mutual respect and tolerance between all school stakeholders. Our primary aim is to prevent bullying from ever occurring at in our school. We do this by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, both in and out of school.
- ensuring that anti-bullying policies and procedures have a high profile in school and that anti-bullying week is celebrated annually.
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying.
- putting clear and robust anti-bullying procedures in place.

Through our wider curriculum and school values, we will encourage children to:

- look after one another and uphold the behaviour code
- practise skills such as listening to each other
- respect the fact that we are all different
- make sure that no one is without friends
- deal with problems in a positive way
- check that our anti-bullying measures are working well.

Reporting and Recording Allegations of Bullying

At St David Haigh and Aspull CE Primary School, we want children, parents and carers, staff and visitors to confidently report allegations of bullying and know that their concerns will be taken seriously.

Children – Children are encouraged to report unkind behaviour to a member of staff, which might include their class teacher, another teacher, a member of support staff, the Pastoral Lead or a member of the Senior Leadership Team. The staff member will record children's concerns on CPOMS and alert the Senior Leadership Team and class teacher(s).

Parents and Carers – We understand that it can be very difficult for a parent or carer to be concerned or hear that their child has been the victim of alleged bullying, has witnessed bullying behaviour or is an alleged perpetrator of bullying. We ask that, if parents or carers have any concerns, in relation to bullying, that they contact their child's class teacher, the Pastoral Lead or a member of the senior leadership team. A record of the conversation or email will be logged on CPOMS.

Staff – If staff have any concerns about a child's wellbeing or are concerned that a child is displaying behaviours that may show that they are the victim of bullying, or perpetrating bullying, they should act on them immediately. Staff will record concerns on CPOMS and alert the Senior Leadership Team, and if they are not the class teacher, alert the class teacher(s).

Visitors – We ensure that all visitors to our school are aware of our Safeguarding and Child Protection procedures, and which staff members they should report any concerns to, including bullying. The member of staff who receives the information from the visitor will record concerns on CPOMS and alert the Safeguarding Team and class teacher.

We remain committed to supporting and safeguarding all children involved, including the victim, alleged perpetrator and any bystanders to the incidents or behaviour.

All incidents of alleged bullying are recorded on CPOMS under the victim and perpetrator's names.

We also record all prejudiced based incidents on CPOMS and these are reported to Governors on a termly basis.

How we respond to allegations of Bullying

All allegations of bullying will be taken seriously and investigated. Even if an incident is deemed 'not bullying' or a 'relational conflict', we remain committed to supporting all children who have been involved and are affected.

We keep records of all allegations of bullying on CPOMS. These records are used to identify trends and inform our school's preventative work. Statistical information, both bullying and prejudiced based incidents, are reported to the Local Governing Board every term.

We use a contextual approach to responding to allegations of bullying and each reported incident will be dealt with on a case-by-case basis. Some of our school's response may include, but is not limited to:

- Listen carefully to the allegation of bullying and gain an understanding of the situation and context.
- Investigate by talking to the children involved – this may include the victim, the alleged perpetrator, and any bystanders.
- Determine if the reported incident is bullying or an isolated behaviour incident.
- Implement sanctions in accordance with the school's Behaviour Policy. The action and consequence will be in line with the sanction e.g. Orange Book, Red Book, or Gross Misconduct.
- Contact parents and carers of the victim and alleged perpetrator to inform them of the outcome of the investigation (Parents and carers may be invited into school for a meeting with the class teacher, Pastoral Lead, and/or Phase Leader).
- Speak with and inform other key staff members about the situation, where appropriate.
- Implement support and intervention appropriate to the situation e.g. regular check-ins from the Pastoral Lead and/or Phase Leader, individual and group work led by the Pastoral Lead, arrange counselling, interventions from other agencies etc.
- Discuss the incident with wider agencies and organisations when appropriate and make referrals as appropriate.
- Maintain records of investigations and actions on CPOMS.
- Monitor the effectiveness of the actions taken and address as appropriate.

Monitoring and Review

As a school, we constantly strive to improve all aspects of our offer to children and parents. This policy will be reviewed every 2 years.