



# Anti-bullying Policy

**St Thomas CE Academy**

**Approved by:** St Thomas LAB **Date:** 8<sup>th</sup> June 2023

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## Mission Statement

**Teach children in the way they should go and when they are older, they will not depart from it**

Children are at the heart of everything we do. Through Christian values, relationships, living and learning together we celebrate the uniqueness and diversity of everyone in our family. We nurture a sense of self belief, mutual respect and belonging to build the foundations for happy and successful lives

## 1. Introduction

At St Thomas CE Academy, we value children’s happiness and emotional well-being above all else. Children learn best when they feel secure and understood as individuals. We are dedicated to building the foundations for happy and successful life-long learners

There are five school rules which underpin our Behaviour Policy and how we expect children and adults to conduct themselves in school.

1. Respect everybody and everything
2. Use all opportunities to do your best
3. Look out for the safety of everyone
4. Each choice you make is your responsibility
5. Speak and listen politely

The children are at the heart of ever thing we do. We expect both children and adults to treat everyone with kindness and respect, act with thought and consideration for others, behave appropriately and treat property and the environment with respect.

## 2. Legal position

The law says that every school must have measures in place to prevent all forms of bullying. Although bullying is not a criminal offence, some types of threatening behaviour or communications could be an offence e.g. Under the Malicious Communications Act (1988) it is an offence to send an electronic communication with an intent to cause distress.

## 3. Scope of policy

Although this policy has been created for use within school, teachers have the power to sanction pupils for misbehaving outside the school premises, “to such an extent as is reasonable”. This can relate to any bullying incidences occurring off the school premises.

Where bullying outside school is reported to school staff, it will be investigated and acted on. Sanctions can only be carried out on the school premises or elsewhere when the pupil is under the lawful control of the staff member. <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>

## 4. Definition of bullying

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

The school works hard to ensure that the school community (pupils, staff, parents) know the difference between bullying and “falling out” and recognises that not every playground or classroom incident necessarily constitutes bullying.

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer-on-peer abuse. It can happen anywhere - at school, outside of school or online. It is usually deliberate and repeated over a long period of time and can hurt a child both physically and emotionally.

This policy covers all types and forms of bullying including:

- Physical
- Verbal and Emotional (using words to mock, shock, tease, or ostracise another person)
- Sexual (e.g. by the use of sexual language, gestures etc.)
- Online or cyberbullying

And any bullying related to:

- Physical appearance
- Home circumstances (e.g. being a young carer, child in care)
- Physical/mental health conditions
- Prejudicial (based on prejudice towards people because of a particular aspect of their identity)
- race, religion, faith and belief and for those without faith
- ethnicity, nationality or culture
- Special Educational Needs or Disability (SEND)
- sexual orientation (homophobic/biphobic bullying)
- gender, including transphobic bullying

### Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied.

All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking
- changes in behaviours

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## 5. The Schools commitment

All staff are responsible for following this policy.

The whole school community should be assured that action will be followed through if bullying is reported and know that bullying will not be tolerated and will always be taken seriously.

The Pastoral care manager will:

- Monitor the implementation of this policy on a regular basis and take action as appropriate
- Ensure staff promote positive relationships between pupils to help prevent bullying.
- Seek to learn from good anti-bullying practice elsewhere
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Report to governors and trustees

Staff will:

- Ensure pupils are aware that everyone has the right to feel safe at school.
- Intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Report and document incidents of bullying using the electronic CPOMS System
- Ensure pupils are aware how to report any bullying concerns and that they will be dealt with sensitively and effectively.
- Work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Recognise that some pupils may be more vulnerable to bullying and its impact than others; this may include children with SEND, EAL or those with long-term medical needs
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention
- Ensure sanctions are applied consistently in accordance with the school's Behaviour policy/Anti Bullying policy, while acknowledging the behaviour strategy may need to be adapted to support certain children.
- The consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.
- Deal promptly with complaints made against the school's response to bullying, in line
- with the school's complaints policy.
- Teach PSHE (Personal, Social, Health and Emotional) and Social Emotional Learning children are taught how to keep themselves safe, to understand the dynamics of friendships (their own and other groups). See PHSE Policy
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Ensuring there is a close partnership with parents in dealing with any incidents of bullying.
- Offering an immediate opportunity to discuss the experience in the first instance with a trusted adult.
- All incidents will be recorded electronically (CPOMs - for monitoring Safeguarding, wellbeing

and all pastoral issues.)

- Providing interventions to help restore self-esteem and confidence.
- Providing ongoing support, this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help Assessment, organisations/charities to support children and young people or Specialist Children’s Services, or support through Forward Thinking Birmingham.
- Further advice can be gained from:  
[https://www.birmingham.gov.uk/info/20019/children\\_young\\_people\\_and\\_families/1040/help\\_and\\_advice\\_about\\_bullying](https://www.birmingham.gov.uk/info/20019/children_young_people_and_families/1040/help_and_advice_about_bullying)

Pupils who have perpetrated bullying:

- Will be sanctioned, in line with school behaviour policy/ Anti-Bullying Policy (subject to necessary adaptations where appropriate).
- Given opportunities to discuss what happened, establishing the concern, and talked through the need to change.
- Parents/carers will be informed and involved in helping change the attitude and behaviour of the child. This will involve exploring possible causes/triggers that have affected the child and has caused bullying to take place.
- All incidents will be recorded electronically (CPOMs-for monitoring Safeguarding, wellbeing, and all pastoral issues.)
- Provided with appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Where necessary, working with the school Pastoral Team, the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help Assessment, organisations/charities to support children and young people or Specialist Children’s Services, or support through Forward Thinking Birmingham.
- Further advice can be gained from:  
[https://www.birmingham.gov.uk/info/20019/children\\_young\\_people\\_and\\_families/1040/help\\_and\\_advice\\_about\\_bullying](https://www.birmingham.gov.uk/info/20019/children_young_people_and_families/1040/help_and_advice_about_bullying)

Success Criteria

- Governors, staff, pupils and parents will know what the school policy is on bullying and follow it if an incident is reported.
- Pupils and parents will be assured that they will be supported when a bullying incident is reported.
- The whole school community will know that bullying will not be tolerated at our school.

This policy will be reviewed every 2 years. At every review, the policy will be approved by the Local Academy Board for St Thomas.

## Links to other policies

- Safeguarding policy
- E-safety policy
- Mobile phone policy
- PSHE and RSE policy
- School's complaints policy
- Behaviour policy