

2025

Policy Statement for Anti-Bullying
for Salesbury Church of England
Primary School



Salesbury Church of
England Primary School

Rooted In Faith ~ Aim High ~ Seek Within ~ Wonder Why ~ Salesbury School ~ Serving Others

Your word is a lamp to my feet and a light to my path Psalm 119

Vision

Taking God's word as our compass, we hope children develop ethics of excellence, becoming the best they can be while embracing new opportunities.

Our school is a learning community welcoming and celebrating diversity and personality. We create a curriculum which enables children to flourish holistically. Our days are designed to be tapestries of stillness, energy, ambition, challenge, reflection and fun!

Maximising our glorious surroundings, we seek to find learning indoors and outdoors revelling in the world God provided. Young leaders are nurtured, becoming the change they hope to see, using their voice, energies, gifts and talents to be a positive difference.

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Statement

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Bullying has no place in our school and we share the belief that each and every child deserves to learn in an environment where they are loved, supported, and respected.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To ensure all children live and learn in an environment without fear
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.
- To instil foundational values of inclusivity, respect, and appreciation of diversity drawing on the teachings of Jesus to love one another and treat others with kindness and compassion.
- To develop children as agents of change who contribute to building a more compassionate and just world.
- To nurture curiosity – listening to others' stories and see the world through their eyes.
- To develop a strength of presence encountering others with authenticity and confidence.
- To help children foster hope in reimagining positive change and opportunities

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Online (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

Reporting bullying

Reporting- roles and responsibilities

- **Staff** - all staff have a duty to challenge bullying, to tackle and address any behaviours which may develop into bullying, to report bullying and address misuse of language to and play an active role in the school's efforts to prevent bullying. None of these behaviours should be ever ignored or downplayed, they should be dealt with immediately and reported on CPOMS and to a member of the Senior Leadership Team
Senior staff - The Senior Leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
- **Parents/carers** have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. We ask for their full support in addressing any behaviours or retaliations which their child may partake in so this can be swiftly stopped leading to a peaceful resolution for

all.

- **Pupils - Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it. Pupils should never respond to bullies by retaliation. They should be encouraged to report it as soon as possible via a friend to a member of staff, directly to a member of staff, to use the emotion check-ins within class, class concern or whole school concern boxes.**

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Responding to bullying

When bullying has been reported, the following actions will be taken:

- **Staff will record the bullying on CPOMS and discuss the matter with a member of the Senior Leadership Team**
- **Designated school staff will monitor incident report within their assigned year groups – Mrs Reeve – EYFS and KS1, Mrs Smallshaw – Year 5 and 6, Mr Kellington – All online bullying and Year 3 and 4, Mrs Rees – all concerns relating to pupils with additional need, Mrs Berryman – whole school.**
- **Senior Leadership Team Members will review their areas of responsibility each half-term and liaise with the Headteacher about any findings**
- **Support will be offered to the target of the bullying within the nurture group or therapeutic sessions with Mrs Bowen, class teacher, class teaching assistant, headteacher or through the use of a restorative justice programme**
- **Staff will proactively respond to the bully who may require support from the headteacher, class teacher, class teaching assistant or member of the SLT or through the use of a restorative justice programme. While bullying will never be tolerated we will try to engage with the perpetrators to understand the behaviour and work with them to put an end to it. There are many reasons why someone might engage in bullying behaviour. As well as causing fear, bullying can often emanate from fear; fear of those who seem different fear of not joining in with others who are bullying or fear of exposure, being seen as they truly are.**
- **Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.**
- **Staff will liaise with parents and carers of those involved**

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of online bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Many class activities provide opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupil-led programmes such as ambassadors and the Archbishop of York group offer support to all pupils
- Restorative justice system provide support to targets of bullying and those who show bullying behaviour
- Pupils may be involved in developing school-wide anti-bullying initiatives through consultation with groups – cluster group, Archbishop of York, School Councils etc
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.
- Annual Respect Week to teach about Anti-bullying and children's responsibilities

- **Annual Prevent Day to prevent inequalities and prejudice**
- **Therapeutic approaches such as nurture group, lego therapy and talking and drawing therapy**

Training

The headteacher is responsible for ensuring that all school staff receive regular updates on all aspects of the anti-bullying policy as and when needed. Key messages are reiterated during staff meetings.

Monitoring the policy

The Headteacher is responsible for monitoring the policy on a day-to-day basis. The headteacher is responsible for monitoring and analysing the recorded data on bullying shared by members of the Senior Leadership Team. Any trends should be noted and reported.

Evaluating and reviewing

The headteacher is responsible for reporting to the governing body as to how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the school community.

Date of Last review: February 2025

Headteacher signed:

Date:

Chair of governors signed:

Date:

Lancashire Anti-Bullying Charter - Rights



Bullying: Bullying is using repetition to target an individual or group to intentionally harm their target either physically or emotionally, resulting in making them feel out of place, unsafe or bad about themselves.

ALL members of our Community have a
Right to:

- Feel safe from harm, both inside and outside of school
- Be treated with respect
- Report bullying
- Be educated about bullying
- Have all bullying concerns dealt with sensitively and effectively
- Know how to respond to incidents of bullying and to be able to tell a trusted person if something worries you
- Be safe when using technology and the Internet
- Expect others to behave appropriately



Lancashire Anti-Bullying Charter - Responsibilities



Bullying: Bullying is using repetition to target an individual or group to intentionally harm their target either physically or emotionally, resulting in making them feel out of place, unsafe or bad about themselves.

ALL members of our Community have a Responsibility to:

- Treat others with respect at all times and to set a good example for others
- Prevent and report bullying (of you and of others) in all its forms
- Behave appropriately and uphold school values both inside and outside of school
- Use technology appropriately, legally and not to the detriment of others
- Understand the difference between banter and interactions that can threaten or hurt
- Understand diversity and recognise everyone should be treated with respect regardless of difference
- Recognise the potential risks of using technology and how they can be avoided
- Respect people's privacy

