



St Paul's Church of England Primary School

Anti-Bullying Policy

- We all have the right to be treated with respect and fairness and we should treat others how we would like to be treated.
- Adults should show children how to treat others with respect.
- At St Paul's Church of England Primary School, we celebrate differences and diversity and we challenge stereotyping and prejudice.
- We all work together at St Paul's Church of England Primary School and do not tolerate any form of bullying.
- We aim to create a climate of respect where anti-social and bullying behaviours are not accepted or tolerated.

What is bullying?

- Bullying is wilful behaviour (physical or emotional) which repeatedly and purposely aims to hurt, intimidate, frighten, harm or exclude another individual or group.
- Bullying is behaviour that is physically and/or emotionally harmful to all involved.
- It can take many forms including racist, homophobic, gender and cyber bullying.
- It can lead to low self-esteem, low confidence, depression, anxiety and physical harm.

There are three common aspects:

- It consists of deliberately hurtful behaviour,
- It occurs repeatedly over a period of time,
- It is difficult for those being bullied to defend themselves.

What bullying/harassment 'looks' like - this may take many different forms:

- **Physical** – hitting, kicking, taking or removing personal belongings without permission.
- **Verbal** – name calling, insulting, making offensive remarks.
- **Indirect** – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- **Cyber-bullying** - sending malicious e-mails or text messages on mobile phone, misuse of any technology and video facilities.

We explain to children that:

- Bullying is when a person or persons repeatedly use words, physical strength or actions to hurt them and make them unhappy.
- A bully is someone who deliberately uses words, strength or actions to hurt someone when they know they cannot or will not stop them.
- All staff are alert to the signs of bullying and pupils are encouraged to tell their class teacher or other adults working in the school.
- This is shared in confidence with other staff.
- Teachers always take bullying seriously and deal firmly with such behaviour.
- Teachers and other adults work with both victim and perpetrator to ensure that the incidents and issues are resolved and not repeated.
- If a child persists in bullying, the formal sanctions outlined in the Pupil Behaviour and Discipline Policy will be brought into play.
- Victims of bullying will be re-assured, offered further support and their parents involved in all cases.