

# **ST ANDREW'S METHODIST PRIMARY SCHOOL**



## **ANTI-BULLYING AND HARASSMENT POLICY**

Reviewed November 2025

Headteacher

Date:

Chair/Vice Chair of Governing Board

Date:

Date of Next Review November 2026

This policy has been scrutinized to ensure it meets the requirements of the single equality duties. The school will make every reasonable adjustment to comply with the duties and actively avoid discrimination.

## **INTRODUCTION**

The staff and governors at St Andrew's are committed to providing a safe and caring environment for the children and adults in school. Our school's Christian vision, '**Striving for excellence, together as one with God,**' and the associated Christian values, underpin relationships at all levels and ensure all are treated with dignity and respect. Consequently, all members of the school community are able to flourish. This anti-bullying policy reflects the guidance, action and commitment that the Church of England is taking to eradicate any homophobic, biphobic and transphobic stereotyping and bullying that takes place in our schools ('Valuing all God's Children 2019').

This includes affording pupils a sense of their own dignity and a vision of the innate dignity of all humankind. Inclusivity and hospitality should be hallmarks of Church of England schools: every child should be revered and respected as a member of a community where all are known and loved by God. 2. Clear policies Schools should ensure that they have clear anti-bullying policies on preventing and tackling homophobic, biphobic and transphobic behaviour and language and that these policies are known and understood by all members of the school community. School leaders should present a clear message that HBT bullying will not be tolerated and that there can be no justification for this negative behaviour based on the Christian faith or the Bible. Schools should ensure that pupils understand how to report incidents. Pupils should be confident that if they report bullying it will be taken seriously

At St Andrew's, no form of bullying or harassment will be tolerated. It is detrimental to the mental health and well-being of children and adults. The following policy outlines how bullying/harassment will be recognised and dealt with.

## **DEFINITION**

Bullying/Harassment is persistent, deliberate, unwanted behaviour by a group or individual, which is intended to intimidate, threaten or hurt. This can be physical, verbal or through the use of body language, which causes the victim to feel unhappy, uncomfortable, embarrassed or isolated. This can result in a loss of dignity and confidence by the victim and cause them great distress in school and at home. Bullying takes many forms and includes;

- Physical
- Verbal
- Cyber
- Social

## **Racist Bullying**

Racist bullying can be identified by the motivation of the bully, the language used, and/or by the fact that victims are singled out because of the colour of their skin, the way they talk, their ethnic grouping or by their religious or cultural practices.

### **Sexist Bullying**

This is bullying based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex or gender. This may sometimes be characterised by inappropriate sexual behaviours.

### **Homophobic Bullying**

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transgender (LGBT) people. Staff will also challenge “casual” homophobic language.

### **Transphobic Bullying**

Transphobic bullying stems from a hatred or fear of people who are transgender. Transgender people commonly feel that their biological body is not aligned with their inner sense of gender identity. This leads some people to live in the gender role in which they feel more comfortable.

## **PUPIL INPUT INTO POLICY**

This policy was written in consultation with staff and pupils, via the Pupil Rights Group and Worship Committee.

They recognised that bullying takes many different forms and gave the following examples;

- Name calling
- Hurting
- Putting people down
- Attacking
- Stalking
- Nasty letters
- Internet bullying, particularly instant messaging and text messages

Pupils suggested that bullying occurs for a variety of reasons including;

- Trying to impress a gang
- It can make people feel powerful

The pupils were concerned that children should be very clear about what to do if an incident occurs, and that they do not just keep quiet about it. Pupils came up with many strategies that they felt their peers would feel able to use including;

- Talking to a teacher or other member of staff
- Visit the school Family Support Worker
- Telling a parent/carer/family member

- Using the Worry Box
- Trying to resolve issues with the perpetrator

## **AIMS**

Children will:

- Follow the Golden Rules and behaviour codes of the school
- Practice Christian values towards each other at all times
- Take responsibility for their actions
- Tell a member of staff if they have concerns about someone's behaviour

Staff will:

- Take all steps necessary to prevent bullying/harassment from happening
- Teach the children about, and model Christian values at all times
- Deal with any incidents in the agreed way
- Monitor vulnerable children
- Monitor children who have been bullied
- Report any incidents of bullying behaviour, including on-line, towards staff

Parents/Carers will:

- Support the ethos of the school
- Work with the school to improve behaviour
- Tell us when they have concerns
- Let us work on a solution to the problem
- Follow agreed policies and procedures to resolve issues with staff

## **ANTI-BULLYING/HARASSMENT STRATEGIES**

At St Andrew's, the staff believe in trying to prevent bullying from occurring in the first place. We do this in a number of ways.

- During the first half term of every school year children are reminded, through worship and in class, of the attitudes and skills that are needed to live and work together as a school community. Our ethos is reinforced. All children know that aggression, intimidation and bullying behaviours will not be tolerated by any member of staff.
- Children follow the "Go for Green" school behaviour policy.
- The children are reminded of our "Golden Rules" which are displayed around school and regularly referred to.
- Everyone who deals with the children is made aware of the views of the school and is extremely vigilant, especially outside, for children who have the potential to bully or to be a victim.
- Children are encouraged to report concerns and seek help via the "worry box."

- Staff may use Circle Time as an opportunity for all children to have a say in matters that concern them. Children causing concern are not named, but difficult behaviours are discussed and solutions to problems sought.
- Positive play is encouraged at break and dinner times. Equipment is provided, staff are deployed outside and everyone has an active role to play in making break times better. Purposeless, aggressive play is discouraged through our lunchtime behaviour systems.
- Our attitudes and behaviour towards one another are constantly reinforced by the teachings of Jesus and the Christian values we display and learn about.
- The curriculum is used to support the development of appropriate attitudes e.g.; drama, RE, PE speaking and listening.
- Children are taught about responsibilities.
- Manners are encouraged at all times.
- Many rewards are used to encourage children to behave in the right way.

## **ON-LINE SAFETY**

The internet gives children, young people and adults a virtual playground and a place to communicate with friends. Sadly, the internet is not immune from abuse and it can bring its own dangers and forms of bullying. Cyber bullying is where an individual may receive an unpleasant email, chat or text message or be the target of unfavourable websites or social networking profiles. School aims to reduce and deal with incidents of cyber bullying by:

- Educating parents about on-line safety
- Incorporating e safety into the computing curriculum
- Providing a safe forum for children to report cyber bullying
- Showing due regard to the Acceptable Use of the Internet policy
- Operating a zero tolerance approach to negative or offensive comments on social networking sites about our school, pupils or adults in school

## **ROLES AND RESPONSIBILITIES**

Despite all of these measures we may be faced with children who are unwilling or unable to behave appropriately. In such cases the staff will act in one, some, or all of the following ways.

- Remove the bully and the victim from the eyes and ears of others and allow the situation to calm down
- Investigate fairly, giving each child the opportunity to relate their version of events
- Allow the victim to explain how he/she feels
- Allow the bully to give reasons for their actions
- Staff then reinforce the attitude of the school and stress that such behaviour will not be tolerated
- Allow the children the chance to make amends

- Staff should report the incident to the headteacher via CPOMS
- All bullying incidents are recorded on the on-line CPOMS tool

If the same child is involved in further incidents of bullying against the same or other children, or if the bullying incident is of a more serious nature, then further steps are taken.

- Parents/carers are notified
- The child will lose privileges
- The child will be given a behaviour log book
- Staff will be assigned to work with the child on their attitudes and behaviour to try and bring about an improvement
- Parents/carers will be invited into school
- A fixed term suspension may occur
- Permanent exclusion would be used as a last resort

If a parent/carer or member of the public is found to have made negative or offensive comments about school or a member of staff on the internet or on a social networking site, further steps may be taken.

- It will be explained to the parent that social networking sites are not the appropriate forum to air any grievance and/or complaints
- The parent will be asked to take down/remove any public comments and to agree not to publish any further comments
- The parent/carer may be invited to a meeting with members of the governing body to discuss the comments
- The incident will be reported to the Local Authority School Security Advisor, who may decide to implement a temporary ban from the school premises under Section 547 of the Education Act 1996.

## **CONCLUSION**

Staff are aware of all procedures regarding dealing with and reporting incidents of bullying/harassment and follow them rigorously. Staff who have any doubts at all about the procedures should see the Headteacher or Deputy Headteacher, who will advise them.

## **Associated Documents**

Safeguarding policy

Peer on Peer Abuse Policy

Behaviour Policy

Policy for Managing Violent or Abusive Visitors to School

Social Networking Policy

On-Line Safety Policy

Single Equality and Community Cohesion Policy