



KINTBURY ST. MARY'S
CE PRIMARY SCHOOL

Our Christian values of hope, friendship and respect support our caring ethos. With our rich and diverse curriculum these underpin our belief that everyone in our school community can develop a sense of self and understanding of their place in our world in order to achieve and flourish throughout life.

'Love thy neighbour as thyself' Luke 10:25-37

Anti-Bullying Policy

Approved by: The Governing Body

Date: 22.4.26

Last Review date: New

Next Review date: Summer 2028

Aims

- In line with our Christian Vision statement “Love thy Neighbour” our #KSM school rules, “kind, safe, manners” and our core Christian values of “hope, friendship and respect,” we want Kintbury St Mary’s to be as school where children feel happy and safe to attend. Therefore, our school will support any child who is bullied and any child who is bullying.
- We want our children to build good relationships with their peers and adults and to understand what good friends do, and do not do.
- We want our children to know how deal with behaviour that hurts and to understand when being mean or rude turns into bullying.
- We want our children to know that they will be heard if they or someone else alleges bullying and to understand how this will be dealt with.

Statement

There is no legal definition of bullying. The Department for Education defines it as behaviour that is:

- repeated or persistent over time
- intended to cause harm, distress or fear
- imbalanced in power dynamics between those involved
- often targets specific groups based on their protected characteristics such as race, religion, gender identity, sexual orientation, disability or other vulnerabilities

Bullying takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyber bullying – bullying which happens online and could include use of mobile phone, emails, social networks or instant messaging

Kintbury St Mary’s CE Primary School has a commitment to prevent and respond effectively to the bullying of protected and vulnerable groups of children. Every child, regardless of age, disability, gender reassignment, race, religion, belief, gender or sexual orientation has the right to equal protection from all types of harm or abuse. Every member of our school community has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying

What do we do to prevent bullying?

- Supportive climate of belonging with ethos of good behaviour backed where everyone is welcome and we treat one another with respect
- Whole school ethos of #KSM – our rules of KIND, SAFE, MANNERS
- Whole school behaviour curriculum which sets our clear expectations of behaviour in all parts of the school day
- Safe and calm environment in which learning is our key focus
- Developing self-esteem and confidence through regular celebration assemblies and house point recognition system
- Our key value of respect and the Fundamental British Values are taught explicitly through the RE, PSHE, Computing and No Outsiders curriculum and modelled by our staff and pupil leaders.
- We are developing our children's play and social skills through the OPAL approach
- Our policy and guidance are regularly shared with all members of our school family including parents, carers and governors to ensure they are clear about our school procedure and practice
- Anti bullying awareness and Childline posters are shared and displayed around school and resources are signposted to parents and carers on our website, our newsletter and on social media
- We use the acronym S.T.O.P. (Several Times on Purpose and Start Telling Other People) to help our children understand what bullying is and what to do
- Children are supported through restorative conversations, circle times and ELSA
- We respect and accept other people's views and choices
- There are worry boxes available for children to use
- We actively take part in national anti-bullying week, e-safety week and are part of the United Against Bullying program
- Children who struggle with feeling bullied or who exhibit bullying behaviour are given pastoral support which may include ELSA in order to prevent as well as protect
- All staff are trained to recognise signs of bullying, including less visible forms such as relational bullying and cyberbullying.
- Staff proactively enquire about children's well-being

Reporting incidents

Kintbury St Mary's CE Primary School does not tolerate bullying of any kind and will act immediately on any concerns raised. We reinforce that "not telling" means that bullying can continue and strive to create an environment that prevents bullying.

The school will maintain a central record of bullying incidents which are analysed termly and reported to governors. This data will be used to inform ongoing policy review and targeted intervention.

Pupils, parents/carers and staff can report bullying verbally or in writing or by using informal methods such as the worry box. Reports of bullying are treated seriously using the following procedures: -

Alleged Bullying

- If a bullying concern is raised then a CPOMS ALLEGED BULLYING log is completed which details the alleged bullying, time and place it is occurring and records the type of bullying it is to enable staff to recognise any trends that may occur. A date is set to review the situation and refer back to parents/carers with information, facts and details regarding the situation
- This information is then shared with the wider staff team. The child who is feeling bullied will be told that this has been done so that they know that everyone is working to help them feel safe
- The child may be asked to name a member of staff as their safe person who they can report to if they have any concerns
- The alleged bullying is investigated, and staff will intervene if an incident occurs
- Initial investigation will start within 24 hours of receiving a report
- A review meeting will be held with the child and their parents, and this will be recorded on CPOMS

If evidence of bullying is found, swift and sensitive actions will be taken.

- Parents/Carers of all parties will be informed by school and invited to meet and discuss
- Sanctions (alongside guidance) will be applied to pupils who bully
- Support will be made available for the person who has been bullied and may include ELSA, restorative conversations, buddy/nurture lunch
- If necessary, staff will consult with external agencies
- Staff will monitor the situation closely to ensure the bullying stops
- Review dates will be set for one week and a follow up meeting with parents/carers will be held after one month to monitor progress
- The incident and follow up actions will be recorded on the children's CPOMS logs

Cyberbullying

This policy is supported by the school's Online Safety, Acceptable Use, Home-School Agreement and Use of Mobile Devices policies. These policies include clear guidance for pupil and parents/carers on safe online behaviour. Our pupils receive regular e-safety education to raise awareness of online risks and safe behaviours.

Supporting Vulnerable Pupils

Support will be tailored for pupils with Special Educational Needs, particularly those with Social, Emotional and Mental Health or autism needs, recognising their increased vulnerability to bullying.

Sometimes children are unhappy for other reasons. Events outside of school or within the family can cause them to feel sensitive or insecure. We encourage open communication and invite parents/carers to share relevant information about their child's circumstances that may affect their well-being. This helps staff provide timely support and appropriate monitoring.

Pupil involvement in Policy Development

Pupil voice will be regularly sought through surveys, the school council and focus groups to review the effectiveness of the school's anti-bullying measures and to ensure the policy stays relevant and child friendly. This on-going engagement is key to our positive culture and Christian ethos, and supports personal development and well-being.

Links to other policies

- Child protection and Safeguarding policy
- Positive Relationships and Behaviour
- E-safety policy and agreement
- Home-school agreement
- Exclusion
- Mobile phones and Smart Devices

Adults Experiencing Bullying or Abusive Behaviour

There may be times when adults within our school community experience bullying or abusive behaviour from members of our school community. It is important that everyone understands that abusive or bullying behaviour will not be tolerated in any form. Staff or adults experiencing bullying or abusive behaviour are encouraged to report incidents promptly to senior leaders or governors and support and guidance will be offered confidentially.

To ensure that our school community is clear on the type of behaviour that may fall into this category, this policy should be read alongside the following school policies and documents: -

- Parent and carer code of conduct
- Staff code of conduct
- Home-school agreement
- School complaints policy including vexatious complaints appendix