



“Learn, **sparkle & shine...”**

St. Peter’s C.E. Primary School - Farnworth

Addressing bullying Policy

Written: March 2025

Statement of Intent

St Peter's CE Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers are made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Head Teacher. A clear account of the incident will be recorded. All staff will be informed, so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At St Peter's CE Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"



Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidences of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour.
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Extortion - demanding money/goods with threats.
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact, sexually abusive comments.
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality.
- Transphobic – because of gender identity or perceived gender identity.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.

- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Take actions to stop the bullying from happening again.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing re- occurrence and any consequences
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Valuing diversity with everyone included in our school.
- Focused work with individuals and groups of pupils where required to support understanding and development of social skills.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult for example their class teacher/TA

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to named individuals. In the first instance this is the class teacher. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to Bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. We encourage a restorative approach where children can build relationships whilst being guided by an adult. We help to forge and repair friendships.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and Pupil Leader meetings. If a report of bullying is made, we seek the feedback from parents about how the incident was managed and at this point suggestions for future improvements can be made.

School regularly updates and evaluates practice to take into account the developments of technology and provides up-to-date advice and education to all members of the community regarding positive online behaviour.

At the initial stage of reporting an incident the Head Teacher and Deputy will be informed so that they can monitor.

If after all the steps in the process have been taken, there are still incidences occurring, then they will take appropriate, proportionate and reasonable action, in line with existing school policies, for further action to be taken against the perpetrator.

The school will implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Headteacher or Deputy Head teacher via class teacher. The Headteacher is always informed of any bullying concerns at St Peter's and ensures the situations carefully monitored.
- If a parent feels bullying is continuing, they can make an appointment to speak directly with the deputy Headteacher and then the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Summary of reporting/investing/resolution procedure:

If a bullying incident occurs – report concerns to class teacher



Class teacher to investigate (within 48 hours) and hold a restorative conversation between target and perpetrator to prevent further occurrences. If needed, class teacher issue a consequence to the perpetrator proportionate to the incident.



Class teacher to inform target's parents and perpetrator's parents (within 48 hours). Record on CPOMs to inform HT and DHT. Then monitor.



If a further incident occurs a formal meeting will be called between perpetrator's parents and Deputy Head Teacher



If further incident occurs a formal meeting will be called between perpetrator's parents and Head Teacher



If incidences do not stop, the perpetrator will be dealt with in line with the behaviour policy.

Reporting form – complete and upload to CPOMs

BULLYING CONCERN REPORT FORM

SECTION A: ALLEGED BULLYING CONCERN			
Target Name(s)	Age	Year Group	Class
Ethnicity	Gender M/F	SEN Y/N	
Home Language	Looked-after child Y/N	Young carer Y/N	
Member of staff to whom the concern was reported			
Target's Account/Concern of parents/carers			
Alleged perpetrator(s):			
Name:	Age:	Form:	Class
Nature of concern including details of any injury or damage to property, etc			
Circle any concerns that apply:			
Form: Physical	Verbal	Indirect	Cyberbullying
Type: Race/Religion/culture	Sexual/sexist/transphobic	Homophobic	
SEN/Disability	Home circumstances	Gifted/Talented	Health
Other			
Parents/carers of alleged target(s) informed:			
Date		Time	

SECTION B: ACCOUNTS OF THOSE INVOLVED			
Alleged perpetrator(s) account of the concern			
Name(s)	Age:	Year Group:	Class:
Bystanders'/Witnesses' accounts of the concern			
Name(s)	Age:	Year Group:	Class:
Parents/carers of alleged perpetrators informed:			
Date		Time	