Living and learning together with God

St Nicolas' CE School Taplow

Our School Vision

Jesus said, 'I am the vine and you are the branches.'

Our school is rooted in the Christian Faith. Nourished by God, we want to grow together drawing on His strength to live out our Christian values so that we can reach out to others in our community. We are all unique but together with God we want to be the best that we can be. As we learn together in a supportive and nurturing school, we will thrive and be ready to face the challenges of life.

ANTI BULLYING POLICY

Members of staff responsible:
Head teacher
PSHE lead
Date of policy: Spring 2025
Reviewed: Spring 2027

Description of policy formation and consultation process:

We believe that bullying will rarely occur in an atmosphere where children are

- able to understand their own feelings and the feelings of others
- encouraged to express their feelings respectfully as part of daily life
- actively involved in and take responsibility for solving the problem.

Our approach is based on the best interests of the children and is permeated by our Christian values of love and friendship, respect, honesty, courage, thankfulness and peace.
Our aim is to have in place an anti-bullying support system based on reconciliation and forgiveness, that all staff and pupils understand, and to apply the system consistently.
We ensure that the way in which the issue is discussed and the language used is appropriate to the age and understanding of the children.

We have ensured that the Anti Bullying Policy links with other relevant school policies including the policies on Behaviour, PSHE – Relationships Education, e-Safety, Health and Safety, Confidentiality, Complaints and Child Protection.
This policy is based on DfE guidance "Preventing and Tackling Bullying. Advice for Head teachers, staff and governing bodies" https://www.gov.uk/government/publications/preventing-and-tackling-bullying

1. Objectives

This policy outlines what St Nicolas' School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children will be tolerated.

2. Our school community

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3. Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)
At our school, we have an agreed definition of bullying which is **the repetitive or persistent intentional hurting of one person by another, where the relationship involves an imbalance of power.** (ANTI-BULLYING ALLIANCE *Definition and forms of bullying)*

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; gossiping; excluding people from groups; spreading hurtful and untruthful rumours; taking belongings and producing offensive graffiti. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text messages, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

4. Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual, homophobic and transphobic bullying.
- Bullying via technology – cyberbullying.
- Prejudice -based and discriminatory bullying.

5. Preventing, identifying and responding to bullying

What we do to prevent bullying

We will

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, information and displays, assemblies, peer support and through the school council
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Continue to raise awareness of anti-bullying messages.

Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. Classroom systems are available for indirect/anonymous disclosure. Everyone must realise that not telling someone means that the bullying is likely to continue.

Roles:

Staff and the school community

We will

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration, empathy and care for others which will be upheld by all.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice and behaviour which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying throughout the curriculum, supported with a range of approaches by promoting our Christian Values through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Pro-actively gather and record concerns and intelligence about bullying incidents and friendship issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be encouraged to use social media responsibly.

Involvement of pupils

We will

- educate children to know what bullying is, and to understand the difference between friendship issues, rivalries, disagreements and bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Give advice and ensure that all pupils know how to express worries and anxieties about bullying:

- Try not to show you are upset.
- Try to ignore the bully.
- Walk away quickly and confidentially even if you don't feel that way inside.
- Try to be assertive – look and sound confident. Be firm, but do not be aggressive.
- If a group of pupils is picking on you, look one of them in the eye and say "This isn't funny" and then quickly walk away.
- If you are in danger, get away.
- The bullies will not stop if they think they can get away with their behaviour, so report the incident to a teacher straight away.

- Make pupils aware of the range of sanctions which may be applied against those engaging in bullying.
- Offer support both to pupils who have been bullied and to the perpetrators, in order to address the problems, they have.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.

Parents and carers

We expect that parents and carers will

- Understand and engage with everything that is being done to make sure children are safe and enjoy school
- Work in partnership with the school to resolve the situation within our Christian ethos, following a restorative approach where possible and aiming for forgiveness and reconciliation.

We will ensure parents and carers

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Governors

We expect that Governors will

- Take a lead role in monitoring and reviewing this policy.
- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- The Governor with lead responsibility for this policy is the Safeguarding Governor.

6. Recording

Bullying concerns are recorded in CPOMs and flagged to the class teacher, deputy head, headteacher/designated safeguarding leads. The incident will be investigated and contextual information gathered and recorded. If bullying is found to have occurred or be occurring then the Headteacher will arrange meetings with parents of the alleged perpetrator and the victim to resolve the issue and address appropriate sanctions according to the nature of the issue.

7. Dealing with an incident

Bullying incidents discovered at St Nicolas' CE Combined School will be taken seriously and support will be provided for both the victim and perpetrator.

We will support all involved by:

- Talking through the incident with the victim and perpetrator
- Helping the victim and perpetrator to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends within the Christian ethos of our vision and our values of respect, honesty, love and friendship following a restorative approach where possible.
- Monitoring closely to ensure the matter stays resolved/does not reoccur or can be quickly identified should it re-occur.

Sanctions will follow those outlined in the Behaviour Policy and which are deemed appropriate for the bullying incident.

Parents/carers (of both the victim and perpetrator) will be informed of what has happened, and the action taken.

8. Policy monitoring and review

We will formally review this policy every two years as well as when incidents occur that suggest the need for review.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools": https://www.gov.uk/government/publications/preventing-and-tackling-bullying
- Keeping children safe in education: https://www.gov.uk/government/publications/keeping-children-safe-in-education--2
- DfE: " Relationships Education, Relationships and Sex Education and Health Education guidance" : https://assets.publishing.service.gov.uk/media/62cea352e90e071e789ea9bf/Relationships_Education_RSE_and_Health_Education.pdf

- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- Internet matters: https://www.internetmatters.org/
- UK Safer Internet Centre: www.saferinternet.org.uk
- UK Council for Child Internet Safety (UKCCIS): https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

LGBT

- Barnardos: https://www.barnardos.org.uk/what-we-do/supporting-young-people/lgbtq
- EACH: www.eachaction.org.uk
- Proud trust: https://www.theproudtrust.org/
- Schools Out: www.schools-out.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Educate against hate: https://educateagainsthate.com/
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red card www.srtrc.org/educational
- Tell MAMA: https://tellmamauk.org/

Sexual Harassment and Sexual Bullying

- End violence against women: https://www.endviolenceagainstwomen.org.uk/