



Through God We Achieve

OUR VISION AT ST. STEPHEN'S CE PRIMARY SCHOOL

To deliver outstanding education in a caring community, with God at its centre

'Turning your ear to wisdom and applying your heart to understanding'. Proverbs 2:2

OUR VALUES:

Joy - we provide a happy and stimulating environment, rooted in Christian values

Excellence - we are a church school committed to the highest standards in everything we do

Relationship – we work hand-in-hand with St Stephen's Church as well as our parents and carers

Respect - we enable our children to deepen or realise their own faith and respect the freedom of others in their beliefs

Nurture – our children are cared for spiritually, morally, intellectually, physically, socially and emotionally

Anti-Bullying Policy

Action	Policy to be reviewed as required and at least annually		
	Owner	Date	Completed
Updated/ Approved	SLT	Nov 2025	DONE
Next Review	SLT	Nov 2026	
Approved	Governors	Nov 2025	

Introduction

At St Stephens, we believe that every child has the right to feel safe, happy and respected. Bullying of any kind is unacceptable. The aim of this Anti-Bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in our school environment. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available to them at school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical, and mental health conditions
- Physical bullying (hitting, kicking)
- Emotional bullying (spreading rumours, excluding from a social group)
- Sexual bullying
- Bullying via technology (online/cyber bullying)*
- Prejudicial bullying against people with protected characteristics (relating to race, religion, faith and belief and for those without faith, ethnicity, nationality and culture, SEND, related to sexual orientation, gender based bullying including transphobic bullying)

*Online bullying can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, concentration or truanting from school. Pupils must be encouraged to report bullying at school.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. There are several pieces of legislation, which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These include but are not limited to the; UN Convention on the Rights of the Child 1989, Education and Inspections Act 2006, 2011, Equality Act 2010, Protection from Harassment Act 1997

Implementation

The following steps will be taken when dealing with any bullying or racist incidents:

- Any incident will be dealt with immediately by the member of staff who has witnessed or been approached
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Teachers and other staff members will be kept informed
- Parents will be kept informed
- If necessary other agencies may be consulted or involved, such as Early Help or children's social care if a child is felt to be at risk of significant harm
- Where bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that they work with the families of children involved to address the matter
- Consequences and pastoral support will be implemented in consultation with all parties concerned
- The situation will be reviewed at regular intervals by the Senior Leadership Team (SLT)

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Providing continuous support
- Restoring self-esteem and confidence
- In some cases the pupil may benefit from seeing the school counsellor or ELSA

Pupils who have bullied will be assisted by:

- Discussing what happened, establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the pupil
- Providing appropriate education and support regarding their behaviour or actions
- If online, requesting that content be removed and reporting accounts/content to service provider
- Being managed in line with the guidance set out in the school's Behaviour and Well Being policy

Steps that can be taken:

At St Stephen's, staff follow our 'Stepped Boundaries' approach to managing behaviour and maintaining the consistency of our core values outlined in the school's Behaviour and Wellbeing policy. This includes:

1. Reminders of school guidelines (Be Safe, Be Ready, Be Respectful)
2. Warning
3. Follow up/Repair and Restore

Where a child's behaviour becomes a concern due to the frequency of the above stepped boundaries being breached, as with bullying, behaviour management support commences. Initially, parents will be invited to meet the class teacher and an individual Behaviour Plan may be drawn up to help support the child in question. If further action is required, members of the SLT will be involved.

There are some instances where behaviour is not acceptable because it is unsafe, discriminatory or harmful to others or the environment and in these cases, the steps may not be followed and immediate action is taken with parents, teachers and SLT working together.

1. Official warnings
2. Exclusion from certain areas of school premises
3. Fixed-term exclusion
4. Permanent exclusion

St Stephen's aims to promote inclusion, and suspensions or exclusions will only be considered in extreme cases in line with the updated Department of Education guidance from September 2024.

Preventing bullying

The whole school community:

- Creates and supports an inclusive environment, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognises the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required
- Openly discusses differences between people that could motivate bullying such as children from different family situations, looked after children, religion, disability, gender, sexuality or appearance related difference
- Challenges behaviour and language (including banter) which does not uphold the school values of tolerance, non-discrimination and respect towards others through a variety of means including RHE circle time, use of class worry box, extra supervision at playtimes, adult check-in with pupils and parent/carer meetings
- Is encouraged to use technology, especially mobile phones and social media positively and responsibly
- Works with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying
- Actively creates safe spaces for vulnerable children and young people and appoints volunteer Playground buddies to support children at break times
- Celebrates success and achievements to promote and build a positive school ethos
- Ensures anti-bullying has a high profile throughout the year reinforced through key opportunities such as anti-bullying week (normally in November)
- Provides systemic opportunities to develop pupils social and emotional skills including building their resilience and self-esteem
- Within the curriculum the school raises the awareness of the nature of bullying through whole class lessons on social and emotional needs and behaviour, displays, peer support, the School Council and assemblies, in an attempt to eradicate such behaviour.

Involving pupils

We:

- Consult pupils through the School Council about this policy, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas pupil views on the extent and nature of bullying
- Ensure all pupils know how to express worries and anxieties about bullying
- Encourage pupils to tell someone they trust if they are being bullied or see bullying happening
- Ensure all children are aware of the range of guidelines which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in school
- Address bullying as part of the Relationships and Health Education (RHE) curriculum

- Publicise the details of internal support, as well as external helplines and websites
- Support pupils who have been bullied and to those who are bullying, address the problems they have.

The School Council discussed and reviewed the Anti-Bullying policy regularly and provided the following quotes:

- 'This (policy) will help us make sure all the children feel happy and safe in school'
- 'It makes sure that people know what is right and wrong'
- 'It is important that no one's feelings get hurt'
- 'If bullying happens I like that the teachers and children know what to do'
- 'It helps make sure that no one is bullied again'
- 'This will help make sure that no one is bullied'

Involving parents and carers

We will:

- Make sure that key information about bullying including policies and named point of contact is available on the website
- Listen to parents/carers and discuss concerns they may have promptly, putting in action plans as appropriate
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying
- Ensure parents work with the school to role model positive behaviour for pupils both on and offline
- Ensure parents know about the complaints procedure to raise concerns in an appropriate manner

Bullying by adults in the Workplace

The school follows the definition of workplace bullying as set out by www.acas.org.uk

The Head Teacher will investigate any cases brought to their attention and resolve issues by clarifying the details around the alleged bullying, going through the School's Code of Conduct and Equalities Policy with involved parties and specifying desired outcomes. The school will consult with the HR department (as part of LDBS support to the school) to ensure matters are dealt with thoroughly and fairly. All cases of bullying will be recorded and reported to the Governing Body.

Monitoring, evaluation and review

The school will review this policy annually involving staff, pupils, governors and parents and assess its implementation and effectiveness. Any issues identified will be incorporated into the school's action planning. Incidents of bullying are reported to Governors through the Headteacher's Report to Governors each term.

Contact the Head Teacher Michael Schumm (head@ststephensce.lbhf.sch.uk) with any questions about bullying and/or the school's anti-bullying policy.

Useful links and supporting organisations

Anti-bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

NSPCC: www.nspcc.org.uk

Childnet: www.childnet.com (cyberbullying)

Show Racism the Red Card: www.srtrc.org/educational