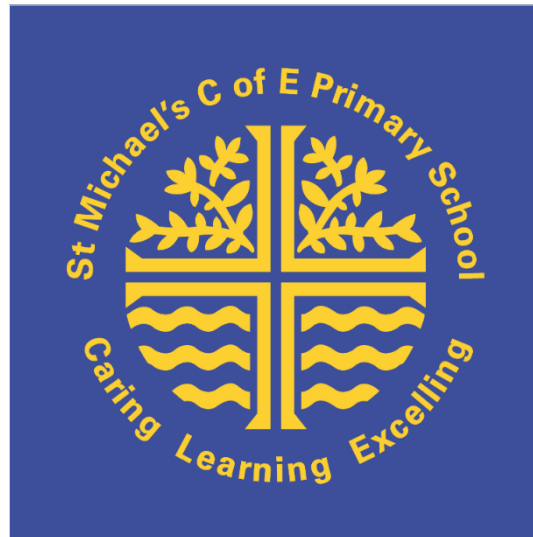




Anti-Bullying Policy 2025/26

In our inclusive and caring church school community our actions are mirrors of our Christian values.

We strive to instil a love of learning through empowering all with the knowledge and skills that encourage them to be independent life-long learners; widening horizons and providing opportunities for all irrespective of their different starting points.

We have pride in who we are and excitement about who we can be.

1. Introduction

At St Michael's C of E Primary School, we are committed to creating an inclusive and caring church school community where every child feels safe, valued, and respected. Our actions reflect our Christian values inspired by Saints Michael, Mary, and Joseph, who exemplify justice, courage, and care. We strive to instil a love of learning by empowering all children with the knowledge and skills to be independent lifelong learners, ensuring opportunities for all irrespective of their starting points.

Bullying of any kind is unacceptable and will not be tolerated. This policy outlines our approach to preventing and addressing bullying, supporting children, and promoting positive behaviour aligned with our school vision and values.

2. Purpose

This policy aims to:

- Create a safe and supportive environment where all children can learn and thrive without fear of bullying.
- Promote justice, courage, and care as fundamental values in all interactions.
- Ensure clear expectations of behaviour are communicated and consistently applied.
- Provide clear procedures for reporting, investigating, and resolving bullying incidents.
- Support children who experience bullying and those who display bullying behaviour to reflect, learn, and improve.

3. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another child either physically or emotionally. It can take many forms, including:

- Physical bullying (hitting, kicking, or other physical aggression)
- Verbal bullying (name-calling, threats, or derogatory language)
- Social bullying (exclusion, spreading rumours, or damaging relationships)
- Cyberbullying (using technology such as social media, messaging, or emails to harm)

4. Our Values in Action

- **Seeking Justice (St Michael):** We act swiftly and fairly to address bullying, ensuring that all children are treated with equity and respect.
- **Showing Courage (St Mary):** We encourage children and staff to speak out against bullying and support one another in challenging situations.
- **Caring for Each Other (St Joseph):** We foster a nurturing environment where kindness, empathy, and mutual respect are central to our community.

5. Relationship to Behaviour Policy

Our anti-bullying approach is an integral part of our whole-school behaviour policy, which:

- Sets high expectations for conduct and behaviour that are understood and consistently applied by staff and children.
- Emphasises positive reinforcement of good behaviour and clear, proportionate consequences for unacceptable behaviour, including bullying.
- Provides support and interventions tailored to individual needs, including reasonable adjustments for children with SEND.
- Encourages self-discipline, respect for others, and responsibility for actions.
- Ensures all staff receive regular training on behaviour management and bullying prevention.

6. Preventative Measures

- Regular teaching and reinforcement of our school values and behaviour expectations through assemblies, PSHE, and curriculum activities.
- Clear communication of the anti-bullying policy to children, staff, and parents/carers via the school website.
- Encouragement of open dialogue where children feel safe to report bullying to trusted adults.
- Targeted support for vulnerable groups, including Pupil Premium and SEND children.
- Monitoring and evaluation of behaviour and bullying incidents to inform continuous improvement.

7. Procedures for Reporting and Responding to Bullying

- Children, staff, or parents who suspect bullying should report it promptly to a designated member of staff.
- All reports will be taken seriously, investigated thoroughly, and documented.
- Appropriate actions will be taken to stop the bullying, support the child affected, and address the behaviour of the child displaying bullying.
- Parents will be kept informed throughout the process.
- Follow-up support will be provided to ensure the bullying does not recur and to promote reconciliation where possible.

8. Roles and Responsibilities

- **Headteacher:** Ensures the anti-bullying policy is implemented effectively and reviewed regularly.
- **Staff:** Promote positive behaviour, model Christian values, and respond promptly to bullying.
- **Governors:** Monitor the policy's impact and support the school in maintaining a safe environment.
- **Children:** Uphold the school values, treat others with respect, and report bullying.

9. Monitoring and Review

This policy will be reviewed annually or sooner, if necessary, to reflect changes in legislation, guidance, or school context.