



# St Peter's Primary Anti- Bullying Policy

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Fiona Hunter

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St Peter's R.C.  
Primary School

Resilient Kind Ambitious Unique

# St Peter's Primary School Anti-Bullying and Equalities Policy

## Introduction

At St Peter's Primary School, we are committed to providing a nurturing, inclusive, and safe environment where every child and adult feels respected, valued, and supported. We believe that bullying in any form is unacceptable, and we are dedicated to preventing it and responding effectively when it occurs. This policy outlines the measures we take to eliminate bullying and promote equality, ensuring that our school community is a place where everyone can flourish.

We aim to foster a school culture where kindness, respect, and inclusivity are at the heart of everything we do. We believe that all pupils and staff have the right to feel safe, happy, and confident in their ability to succeed and participate in school life.

## Our School's Core Values

At St Peter's, we are guided by the following principles:

- **Every individual has the right to feel safe, happy, and included.**
- **We value kindness, respect, and empathy in all interactions.**
- **We believe in promoting tolerance, understanding, and celebrating the diversity of our school community.**
- **High expectations for success are paired with a nurturing and supportive environment for all.**

Our school ethos emphasizes mutual respect and compassion, and we work to ensure that all members of our school community are treated with dignity and understanding. We encourage pupils to demonstrate respect for one another, regardless of differences in gender, race, background and religion.

## Responsibilities

The Head Teacher, Fiona Hunter, is responsible for the development, introduction, and ongoing implementation of this policy. She will also designate an Equalities Coordinator to oversee the implementation of equalities practices and ensure bullying prevention measures are followed.

### Key Responsibilities:

- **Head Teacher**, Fiona Hunter: Ultimately responsible for ensuring this policy is carried out and consistently applied throughout the school.
- **Equalities Coordinator**: Lindsay Kennedy supports the Head Teacher in addressing equalities issues and ensuring a consistent and effective response to bullying.
- **Staff**: Every member of staff is responsible for promoting a culture of respect, acting upon bullying reports, and supporting pupils who may be affected.
- **Pupils**: Pupils are encouraged to take responsibility for their own behaviour and to report any bullying incidents they witness or experience.

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- **Parents:** Parents are key partners in the prevention of bullying and are encouraged to communicate any concerns promptly so that appropriate action can be taken.

### Preventing Bullying

We believe that preventing bullying is just as important as responding to it. At St Peter's Primary School, we proactively work to create a school environment that reduces the risk of bullying and promotes respect and inclusivity.

### Prevention Strategies:

- **Creating an Inclusive Environment:** We foster an environment where every pupil feels accepted and valued by promoting inclusivity in the curriculum, classroom activities, and school events.
- **Encouraging Open Communication:** Pupils know they can speak to a trusted adult about any concerns they have regarding bullying. We also promote the importance of peer support and encourage pupils to look out for one another.
- **Promoting Positive Relationships:** Through assemblies, Circle Time, and PSHE lessons, we focus on building positive relationships, emotional well-being, and empathy. Pupils learn about the impact of bullying, the importance of standing up for others, and how to manage their feelings in difficult situations.
- **Playground Supervision:** We ensure that staff are vigilant and proactive in supervising pupils during breaks and lunchtimes, to prevent bullying from occurring unnoticed.
- **Themed Days and Campaigns:** We regularly hold anti-bullying campaigns and events, such as Anti-Bullying Week, to raise awareness and encourage pupils to engage in discussions about bullying and respect.
- **School Policies:** We integrate our anti-bullying and equalities message into the wider curriculum and school policies, ensuring pupils understand the importance of treating others with kindness and respect.

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### Curriculum for Excellence:

- **Rights and Responsibilities:** We teach pupils about their rights and responsibilities as members of the school community, helping them to understand how their actions can affect others.
- **Diversity and Respect:** Pupils are taught to appreciate diversity through lessons that include materials about different family structures, cultures, gender equality, and the importance of standing against discrimination in all forms.
- **Building Empathy and Resilience:** We support the development of empathy and resilience by teaching pupils to be confident in themselves, show kindness to others, and stand up against bullying.

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### Responding to Bullying

While we work to prevent bullying, we understand that it can still occur. It is important that when bullying is reported, it is dealt with swiftly and fairly. Our response will always prioritize the well-being of the child involved and ensure that appropriate measures are taken to address the situation.

### Support for Victims:

- **Immediate Response:** Pupils who are bullied are reassured that the situation will be addressed and that it is not their fault. We take every report of bullying seriously.
- **Support and Counselling:** Victims of bullying are given emotional support and help to express how they feel. We also provide strategies for coping with bullying and ensuring their safety.
- **Follow-Up:** After addressing the initial report, we follow up with the pupil to ensure that the bullying has stopped and that they feel safe and supported moving forward.

### Addressing Bullying Behaviour:

- **Understanding the Behaviour:** We take the time to listen to and understand why a pupil may be engaging in bullying. We aim to address any underlying causes of their behaviour, such as frustration, insecurity, or lack of understanding.
- **Restorative Conversations:** We use restorative approaches where appropriate, allowing pupils to reflect on their actions, understand the harm they have caused, and work towards repairing the damage done.
- **Sanctions:** If the bullying continues, we apply appropriate sanctions in line with our school's relationships policy. These may include loss of privileges or a behaviour improvement plan.
- **Parental Involvement:** We ensure that parents of both the victim and the pupil involved in bullying are informed early in the process and that we work collaboratively to resolve the situation.

### Reporting and Recording Bullying

We encourage all members of the school community—staff, pupils, and parents—to report incidents of bullying. This can be done in person, via our school website, or through designated staff members.

### Reporting Process:

- **Pupil Reporting:** Pupils can report bullying to any trusted adult in the school. This includes teachers, support staff, and lunchtime supervisors.
- **Staff Reporting:** Any staff member who witnesses or is made aware of bullying must report it to the Senior Leadership Team (SLT) and the class teacher.
- **Parent Reporting:** Parents are encouraged to contact the school if they believe their child is being bullied, so that we can investigate and take appropriate action.

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### Recording:

All bullying incidents are recorded and monitored by the SLT. These records are reviewed regularly to ensure that bullying is dealt with effectively and to identify any patterns or areas of concern.

### Cyberbullying:

We acknowledge that bullying can extend beyond the school gates, particularly through social media or mobile phones. If a pupil reports cyberbullying, we:

- **Educate Pupils:** Teach pupils how to stay safe online and how to respond to cyberbullying.
- **Collaborate with Other Schools:** If the bullying involves pupils from other schools, we will work with those schools to address the issue.
- **Involve External Agencies:** If the situation involves serious or criminal behaviour, we will involve the police and other appropriate agencies to ensure the safety and well-being of the pupil.

### The Role of Parents and Carers

Parents and carers play a vital role in supporting the anti-bullying culture at St Peter's. We ask parents to:

- **Support the Policy:** Encourage their children to follow the values of kindness, respect, and inclusivity.
- **Communicate Concerns:** If parents suspect their child is being bullied or is engaging in bullying behaviour, we ask that they contact the school so we can take appropriate action.
- **Promote Positive Behaviour:** Reinforce the importance of respect and empathy at home and encourage children to talk about their experiences and feelings.

If parents feel their concerns have not been addressed adequately, they should contact Fiona Hunter, the Head Teacher, directly. Parents may escalate their concerns to the local council if the matter is still unresolved.

### Monitoring and Review

The Senior Leadership Team (SLT) regularly monitors the effectiveness of this policy, reviewing incidents, feedback from pupils, staff, and parents, and evaluating the school's approach to anti-bullying.

### Policy Review:

This policy will be reviewed every four years to ensure that it remains relevant, effective, and in line with current best practices and legal requirements.