At St Laurence Church Junior School, ‘Every Child Matters to God’, and every child is at the heart of all that we do.
ANTI-BULLYING POLICY

Be strong and courageous. Do not fear or be in dread of them, for it is the Lord your God who goes with you. He will not leave you or forsake you (Deuteronomy 31:6).

The St Laurence Church Junior School Anti-bullying policy sits alongside our school’s Behaviour Policy, Special Educational Needs Policy and our Safeguarding Policy. The Headteacher ensures that policies are carried out in accordance with Birmingham Local Authority guidelines.

What is bullying?

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally’

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying is one of the major concerns of young people and negatively impacts on their safety, their educational achievements and their physical and emotional health and well-being. Reducing bullying means that children will be safer, healthier and more able to fulfil their potential and be more positive contributors and more valued members of our city.

(Birmingham Safeguarding Children Board 2016)

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. Bullying can occur in different forms and includes: -

- **Physical** - pushing, hitting, kicking, taking belongings
- **Verbal** - name calling, insulting, sexist/racist remarks, persistent teasing and emotional torment through ridicule or humiliation, sexual comments, and/or suggestions
- **Indirect** - spreading rumours about someone, excluding someone from social groups, intimidation
- **Cyber-bullying** - using technology to carry out intimidation or harassment. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from different ethnic groups, religious or cultural backgrounds
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual
All types of bullying have 3 main things in common:

- It is deliberately harmful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves and usually happens when the relationship is imbalanced

Aims

At St Laurence Church Junior School, we are determined to promote and maintain a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils - and all members of the school community.

Our school’s Christian ethos and values promote the motto, ‘Every child Matters to God’ and every child is at the heart of what we do. We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment. The values chosen by the children in our school are those of friendship, peace, trust, endurance, thankfulness and forgiveness.

We believe that through upholding the four school rights, children will learn, because they feel safe:

**St Laurence Church Junior School Rights**

- The right to teach
- The right to learn
- The right to be safe
- The right to be shown respect

At St Laurence we believe that each person is created in God’s image. Each of us should treat others with respect and be treated with respect at all times. The Bible says: ‘So in everything, do to others what you would have them do to you.’(Matthew 7:12). As a Christian school it is important that we do not focus primarily on the bullying, but also on how we can promote a school culture that reflects the all-embracing the love of Jesus through our Christian Values. In promoting our value of forgiveness, it is important that a child is not labelled as a bully, but has made a poor choice in their behaviour or actions - there is always a possibility to transform or put right, the wrong choices made.

**Responding to Bullying**

No complaint or incident concerning bullying can be ignored. All members of the school community are encouraged to look out for and report incidents of bullying or unacceptable behaviour.

Any complaints regarding bullying are listened to sympathetically and each case investigated by appropriate members of staff. The school behaviour policy will be followed and parents/carers of children involved will be contacted.

If necessary, the SENCO (Special Educational Needs Co-ordinator) may be involved in implementing strategies or contacting outside agencies, to support and promote positive behaviour.
Prevention
Preventing and raising awareness of bullying is essential in ensuring that all our children are well equipped to be able to identify and report inappropriate or bullying behaviour. A whole school approach is used to ensure that our school is a safe environment, where children are respected.

Children are actively encouraged to talk about bullying, either individually or as a group when discussing issues in the class situation as part of:
- Collective Worship
- Religious Education
- PSHE and Circle time

We will also use opportunities such as National Anti-Bullying Week and Internet Safety week, to heighten awareness and encourage further discussion.

Monitoring
This policy will be reviewed annually by the Head Teacher, senior leadership team and whole staff to be presented to the Governors in the event of any changes. The policy will be applied in accordance with our equal opportunities guidelines.