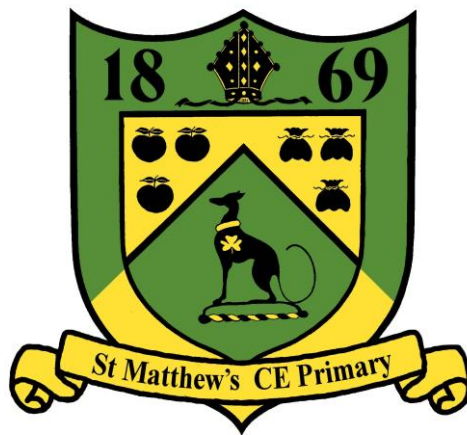


St Matthew's C.E. Primary School



Policy for

Anti-Bullying

You shall not take vengeance, nor bear
any grudge against the sons of your
people, but you shall love your neighbour
as yourself.

Leviticus 19:18

Review date Spring 2026

Respect, Faith, Friendship, Achievement

Policy for Anti-bullying

This policy applies to all members of the school, to children and to adults. It is to protect both children and adults from bullying whether by children or adults (i.e. child to child, adult to child, adult to adult or child to adult).

It is to be read as part of or with reference to;

- For children
 - St Matthew's Positive Behaviour for Learning Policy
- For adults
 - HCC's Grievance and Discipline Policy and Procedures
 - HCC's Complaints Policy and Procedures
 - Pay Policy and Procedures
 - National Standards for Teachers

Bullying and accusations of bullying, including cyber bullying, will be treated very seriously and with sensitivity and respect. The matter will be managed within the broad context of Christian values and the school's expectations of living according to the values instilled into children and staff. We recognise that bullying exists in every school. However, bullying in any form by any child or adult in this school will be considered unacceptable. At St Matthew's we regard bullying as the **persistent**, wilful and conscious desire to hurt, threaten or frighten someone, either physically, verbally, through gestures or online.

We expect staff, governors and parents to treat bullying and aggressive behaviour in an open and frank way so that communication and trust can develop. We will treat every allegation of bullying seriously and aim to take immediate action to investigate the allegation. We will provide all parties involved in bullying, i.e. the accuser and the accused, with support systems and opportunities to resolve situations of conflict. Whereas we accept that bullying cannot be tolerated, we recognise that children who bully others sometimes have issues they need to resolve.

Aims

- To create and maintain a high profile consensus to caring for the welfare of all the people within and beyond the school built upon the foundation of our Christian values.
- To give every member of the school opportunities to develop fully and flourish with confidence and in trust.
- To promote a whole school approach to diversity.
- To ensure there are consistent behaviour management procedures that support the early identification of bullying and take subsequent appropriate steps to alleviate situations of conflict.
- To communicate openly with the necessary parties in order to resolve situations of conflict swiftly and as appropriate to context.
- To meet those concerned individually and find out the facts of any incident. To keep parents informed and to involve parents in these discussions when appropriate.
- To break up bully groups where necessary.
- To help children develop positive strategies and assertiveness.

- Record incidents of bullying and support programs so that they can be monitored. Records are kept confidentially.
- Involve and discuss with children (and parents where necessary) agreed rules and behaviour.
- Involve other agencies, e.g. The Behaviour Support Team/Education Psychologist, when necessary and after discussion with parents.

We will approach all bullying with a sensitive but equally rigorous manner to resolve the situation. This will ensure all children and adults feel safe at St. Matthew's.