



**ST MARY'S CE FIRST ACADEMY
WHEATON ASTON**

POLICY STATEMENT

PUPIL WELL-BEING

*We love and value each member of St. Mary's family as precious individuals. Our outward-looking curriculum enables everyone to embrace life in all its fullness while celebrating the everyday and the unique. Through our Christian values of belief, respect and friendship we:
'Shine as a Light in the World'.*

Definition

Bullying is defined as purposeful or premeditated behaviour by one or more people which produces damaging or hurtful, physical or emotional effects to any individual over a sustained period of time.

Aims and Objectives

- To establish effective methods of detecting bullying
- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form
- To establish appropriate means of providing after-care should an incident of bullying occur
- To ensure that all pupils, staff and families are aware of the Policy and fulfil their obligations to it

The values and beliefs underlying this policy are:

- All bullying is unacceptable.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks
- Both those who are bullied and those who bully will be treated in an appropriate and supportive manner.
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour

Persons covered in this Policy

All pupils, whether permanently or temporarily on the school roll, will be covered by this Policy

Action to Combat Bullying

The school will combat bullying behaviour by:

- Using a range of rewards and sanctions as outlined in the Academy Positive Behaviour and Rewards policy, including the methods of acknowledging good behaviour.
- Allocating staff specific roles and responsibilities, in order to detect incidents, monitor behaviour, and use appropriate after-care eg. Lunchtime supervisors and support staff report to class teachers. When appropriate, pupil behaviour is an agenda item at staff meetings.
- Using selected pupils as Playground Buddies. These pupils can be a helpful support or friend to others. The children must report any concerns to any adult present.
- Rewarding good behaviour in different ways eg. 'Star of the Week' / Class Dojos
- Recording significant inappropriate behaviour (CPOMs), correctly using **CIA: Concern, Investigation, Action**.
- Seeking the support of families in dealing with incidents of bullying.
- Communicating the Policy and its updates, in order to ensure that staff, pupils, parents and governors are continuously aware of the policy and also of their individual responsibilities.
- Reminding staff via meetings and training sessions of their responsibilities in respect of this policy so that it is delivered in an effective manner.
- Using class discussion time and PSHE lessons in class to discuss issues of friendship, bullying and anti-bullying.
- Taking part annually in anti-bullying week, well-being week and mental health week where friendship and bullying issues are discussed during assemblies, worship and class discussion.
- Taking part in annual e-safety weeks and days to ensure that children have an awareness of both on and off line bullying.
- Using different strategies according to need.
- Liaising with external agencies to seek additional advice and support.

Individual Responsibilities

- A caring ethos exists at the school and pupils' and families concerns are listened to and acted upon appropriately

Pupils should:-

- Follow the school's agreed behaviour expectations

- Be encouraged to share their concerns
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils
- Use technology appropriately both at school and at home as per the home/school agreement and accessible use policy.

Families too can play a vital role by

- Stressing to pupils the importance of sociable behaviour
- Reporting any concerns they have concerning bullying to the class teacher. This should be followed up with an official communication from the class teacher either through email or Class Dojo.
- Actively endorsing and supporting the Anti-Bullying Policy
- Noting that it is never appropriate to encourage the use physical violence against another person (or to either bully or seek to bully).
- Supporting children at home when using technology that is connected to the internet as per the home/academy agreement.

Evaluation Procedures

In order to assess the effectiveness of this policy, analysis of the following indicators will be used as a means of measuring performance.

- Studying variations in the number of reported incidents over a given period (termly)
- Analysing individual incident returns, including nil returns within given periods for different age groups.

These are the responsibility of the Executive Principal and Head of School.

Policy Ownership and Responsibilities

This policy will be reviewed annually.

The responsibility for the introduction and implementation of the policy will rest with the Executive Principal, who will consult with the LAC. However, it is important to remember that all staff, pupils and families have an active part to play in the evolution, development and maintenance of this policy.

Our ultimate aim is to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

This policy is to be reviewed annually in the Autumn term



Signed Chair of LAC Date 13 JAN 2025