

Golborne St. Thomas' C of E J & I School

A journey in faith, arriving with hope.

St. Thomas' School vision:

To ensure the children are highly valued by all members of the school community.

St. Thomas' creates a culture of high aspirations by making the school the heart of the community. We aim to develop a culture of curiosity and creativity by unleashing our children's God-given potential to make a difference in our locality and beyond.

Our parents, staff and governors see and understand the individual talents of each pupil and the opportunities provided. We openly celebrate and reward children's successes and achievements.

To inspire all children through a broad, balanced and engaging curriculum enabling every child to succeed.

We create an ethos where everyone is an explorer and an active participant. Children are challenged and encouraged to thrive in all areas. Our aim is to nurture talent and ensure children are equipped to live life in all its fullness.

Children experience a wide range of high quality lessons and enrichment activities daily. We recognise that children are naturally curious; therefore child-led learning is developed through their questions.

To nurture children's wellbeing to ensure healthy mind, body and spirit.

At St. Thomas' values are at the heart of all we do. We provide a safe, supportive environment which empowers children to grow and develop their self-worth, self-esteem and self-respect. Our unique learners are resilient and are willing to take big risks to make big leaps.

Values are actively promoted, modelled, and celebrated by all. Our inspiring curriculum and pastoral care teaches children the importance of healthy lifestyles: physically, mentally and spiritually.

Anti-bullying Policy

Rationale

Under the Equality Act 2010 it is against the law to discriminate against anyone because of their:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

Everyone at St. Thomas' is supported to feel welcome, secure and happy and to be able to achieve their full potential. At St Thomas' we focus on positive behaviour and actively promote the values of respect and equality. Bullying of any kind is unacceptable and will not be tolerated at our school. All instances of bullying will be taken seriously.

Definitions of bullying

At St Thomas' we define bullying as a deliberately hurtful behaviour by an individual or group that is repeated over a period of time.

Bullying can be:

- Psychological (rumours, deliberately excluding and ignoring people)
- Verbal (name calling, threats and the use of offensive and derogatory language)

- Physical (physical intimidation or unwanted physical contact with someone including, but not limited to punching, hitting, kicking, scratching, pushing and throwing object)
- Cyber (using texts, messages, emails or social media to cause deliberate harm.)

Prevention

At St Thomas' all staff receive Anti-Bullying training and are vigilant for the signs of bullying. The curriculum will be used to reinforce the ethos of the school and help children to develop strategies to combat bullying types of behaviour. In particular, Relationships Education and RE schemes of work deal with friendships, feelings and how to deal with conflict. The school has clear policies for computing and e-safety which outline the possible dangers when using modern technology. At St Thomas' we are committed to improving our approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Reporting Bullying

Children are told that they must always report an incidence of bullying to a member of staff or their parents. Children know that if another child tells them he/she is being bullied or if they see bullying taking place, it is their responsibility to inform an adult. Children and parents can report an incident of bullying to any adult in school. All incidents of bullying will be recorded and handed to the Safeguarding leads (Mrs Woods, Mrs Bannon, Mr Duckworth and Mr Canovan). Where bullying outside school is reported to school staff, it will be investigated and acted on.

Strategies for dealing with allegations of bullying

Stage 1:

A member of staff will discuss the issues relating to the incident with the child or children involved in a way which is appropriate to age and level of understanding.

The adult will remain neutral and avoid direct, closed questioning which could be interpreted as accusatory or interrogational in style. Each child will be given the opportunity to talk about what has happened and the discussion will remain focused on finding a solution to the problem so that bullying behaviour does not continue. An agreement will be made between the children.

The child who has been behaving in an unacceptable way will be reminded of the possible consequences of bullying and the sanctions that will be put in place if a further incident occurs. The class teacher will inform relevant parents.

Stage 2:

The parents of a child or group of children who have clearly been involved in bullying behaviour will be asked to discuss this with the head teacher.

Stage 3:

If necessary, the school will involve outside agencies e.g. the Behaviour Support Service or other recommended organisations. If bullying continues, the behaviour might result in exclusion.

The Anti-Bullying Policy is used as an extension of the Behaviour Policy.

Policy written: April 2022

Review date: April 2023