



St Andrew's C.E. Primary School

ANTI-BULLYING POLICY

May 2019

School Motto:

Respect, Achievement, Fun.

Mission Statement:

We want to look after our children, making sure they do the best they can and celebrate their amazingness. We want our children to be treated as individuals and not to be scared of challenges and to feel part of our family. We want to make them excited about learning and to be creative. We want our children to believe in our core values and to set an example to others.

Statement of Intent:

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. Bullying can happen in person or online. As a school we aim to prevent and respond to bullying outside of school (e.g. cyberbullying, journeys to and from school etc).

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing: kicking, hitting, punching or any use of violence
- Racist taunts: graffiti, gestures
- Verbal name-calling: sarcasm, spreading rumours, teasing
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of or focussing on the issue of sexuality
- Cyber: all areas of internet, such as email & internet chat room misuse. Mobile phone threats by text messaging and calls. Misuse of associated technology i.e. camera & video facilities.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to learn, to be treated with respect and to feel safe (Basic Human Rights Act 2000, Race Relations Act 2000). Pupils who are bullying need to learn different ways of behaving. We will respond promptly and effectively to issues

of bullying. Allegations of bullying should be reported directly to members of staff as quickly as possible. We treat our pupils equally, irrespective of race, gender or ability. This policy takes into account the Equality Act 2010 and as a school we are committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children including children with SEND, those who are or perceived to be LGBT, race and religion targeted and sexist and sexual bullying.

Reporting bullying to school:

Parents must report any bullying as soon as possible to any member of staff or to the Headteacher. This can be done by coming into school to speak to staff, contacting staff by telephone, email, Dojo messaging, text to the school mobile (07582584636) or by private message on Facebook.

Key Teacher

The key members of staff are the Headteacher, class teachers and Learning Mentor

Objectives of this Policy

- All members of staff, governors, pupils and parents have an understanding of what bullying is.
- All members of staff, governors, pupils and parents know what the school policy is on bullying, and follow it up when bullying is reported.
- All pupils and parents will be informed of what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Who does this policy cover?

Bullying does not just affect children in a school. This policy covers the following:

Child-child
Adult-adult
Adult-child
Child -adult

Signs and Symptoms:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from the out of school club
- begs to be driven to the out of school club
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions go “missing”
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Strategies for dealing with bullying:

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through worship as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied. All incidents are recorded on CPOMS, and followed up by the Headteacher, Play Therapist and Learning Mentor.

Adults are always vigilant for any possible bullying behaviour. Staff act as role models in the way they speak and act to others. Pupils know we are a ‘telling’ environment. Communication is good between home and school and parents are encouraged to come in and discuss problems. Home/school teach children not to retaliate and staff are trained to deal sensitively with issues in worship. We raise the awareness of being a telling school and prevention of bullying will take place. We discuss how we treat each other and promote the school values. Outside agencies are used as a resource to prevent or deal with bullying if necessary. We have signed a charter of local schools to deal effectively with bullying.

Anti-Bullying Alliance 10 key principles:

1. Listen
2. Celebrate difference
3. Include all
4. Report bullying
5. Believe
6. Take action
7. Understand
8. Challenge
9. Respect
10. Our policy support and underpins all these principles

Code of Conduct:

Our school Code of Conduct is regularly promoted in worship. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced. Our Code of Conduct is as follows:

- Be kind, helpful and polite to others
- Be respectful of others; their opinions, feelings and property
- Respect everyone's right to speak and to be heard
- Work quietly to avoid disturbing others
- Care for the school environment and those in it by being tidy, clean and organised
- Use materials and equipment wisely and safely
- Move around the school and grounds safely and sensibly

St Andrew's Out of School Club response to bullying:

Procedures

1. Report bullying incidents to a member of staff or the management team. The supervisor to record this information regularly
2. In cases of serious bullying, the incidents will be recorded by staff via the serious incident log (CPOMS)
3. In serious cases parents should be informed by the Headteacher and will be asked to come in to a meeting with their child and the Supervisor/ Headteacher to discuss the problem
4. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
5. Parents of victims and the victims themselves will be asked to report any further incidents to members of staff.
6. An attempt will be made to help the bully (bullies) change their behaviour by discussing why bullying is unacceptable and how they might feel if they were bullied
7. Outside help may be sought if necessary
8. In certain circumstances disciplinary procedures will be instigated by school if bullying has taken place when a pupil is not on school premises or under the care of school staff.

Dealing with concerns

Parents are informed of the school's complaints procedure.

Sanctions

1. The bully (bullies) will be asked to genuinely apologise
2. In serious cases, exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored half termly by the club supervisor to ensure repeated bullying does not take place.

Prevention

Through the curriculum and in assemblies we will explore issues to help children prevent bullying, as and when appropriate, these may include:

- writing/discussing school rules
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a group
- using role-plays
- having discussions about bullying
- discussing what society would be like if bullying was allowed

This policy is clearly aligned with other relevant policies (e.g. behaviour, safeguarding, SEN, acceptable use)