



St Andrew's C.E. Primary School

ANTI-BULLYING POLICY

School Motto:

Respect, Achievement, Fun.

Mission Statement:

We celebrate the uniqueness of each child, educating and nurturing them in a safe, happy and Christian environment. We want each child to reach their full potential along a creative learning journey, providing exciting and challenging learning opportunities that will remain with them for life and enhance our future working community.

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?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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.

Key Teacher

The key members of staff are the Headteacher 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.

To continue to be a healthy school

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

Sign 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

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
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
- thinking of ways to prevent bullying.
- adults are to be vigilant at all times for any possible bullying behaviour
- staff act as a role model in the way they speak and act to others
- posters and child friendly leaflets are used to support the importance of being a 'telling' environment .
- Communication is good between home and school and parents are encouraged to come in and discuss problems
- staff are trained to deal sensitively with issues (including governors and welfare staff)
 - The peer mentoring system is in place and mentors are trained to support other pupils and work in partnership with their adult leaders. The peer mentors will help identify children who may be bullied and will also help support children who find it difficult to secure friendships with their peers. Peer mentors will not act alone but will work in partnership with the adults in school.
 - The school council informs staff of any problems/ areas to improve school life.
 - Classrooms and environments / PSHE / circle time /assemblies contribute to a positive ethos
 - There will be a whole school anti-bullying week during the school year and assemblies raising the awareness of being a telling school and prevention of bullying will take place
 - 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