

# St Andrew's CE Primary School

## Anti Bullying Policy



### MISSION STATEMENT

**With God's help we aim high**

We believe that St. Andrew's C.E. Primary School exists to provide life's main opportunities for our children guided by and learning from the example and teaching of Jesus Christ.

These opportunities come from an ethos and curriculum that provide maximum learning experiences for each individual child, no matter what their particular learning abilities may be.

We will aspire to a curriculum which results in the enjoyment of learning, children who feel good about themselves and in which everyone can be good at something. We will encourage pupils to show tolerance and respect for each other, set themselves high standards, to take pride in their work and do their best.

We will provide curriculum enrichment activities including first hand experiences, creative opportunities, visits and visitors.

We will offer every child the chance to achieve as much as they are able.

We will achieve high standards for all children, giving them secure foundations for future learning and success in life.

### **BULLYING: OUR SCHOOL'S VALUES AND BELIEFS**

All pupils and staff have the right to feel happy, safe and included. Pupils and staff have the right to work in an environment without harassment, intimidation or fear. All bullying, of any sort, is therefore unacceptable. Pupils who experience bullying will be supported. We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

### **OUR DEFINITION OF BULLYING**

Bullying involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- *Deliberately hurtful*
- *Repeated, often over a period of time*
- *Difficult for victims to defend themselves against*
- *Feeling threatened*

It can take many forms but the main types are:

- *Physical - hitting, kicking, taking another's belongings*
- *Verbal - name calling, insulting, making offensive remarks*
- *Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours*

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- *Racial harassment and racist bullying*
- *Sexual bullying*
- *The use of homophobic language*
- *Bullying of pupils who have special educational needs or disabilities.*

## **CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL**

Our school's Behaviour and Discipline Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other.

We will promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- *Raise awareness about bullying and our anti-bullying policy,*
- *Increase understanding for victims and help build an anti-bullying ethos, and*
- *To teach pupils how constructively to manage their relationships with others.*

Where appropriate current affairs, literature and historical events may be chosen to reinforce our anti-bullying approach. Tutorial work, Circle Time, assembly time, role plays and stories may be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school. We will use school assemblies and collective worship to reinforce our message that bullying will not be tolerated.

Posters around school may be used to remind pupils that bullying is not acceptable, and to tell them what to do if they feel they are being bullied. For example Childline and other sources of confidential help.

We will provide written guidance for parents on the signs of bullying and what to do if they suspect their child is being bullied at school.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond.

## THE SCHOOL'S STRATEGIES FOR DEALING WITH BULLYING

### RESPONDING TO INCIDENTS WHEN THEY OCCUR

1. Pupils who feel they have been bullied or threatened, should report this to any adult with whom they feel comfortable.
2. Pupils who see others being bullied should report this to any adult with whom they feel comfortable.
3. Members of staff who receive reports that a pupil has been bullied should report this to the head teacher.
4. Reports of bullying will be logged by the head teacher, including those incidents disclosed by parents and carers to the head teacher.

**Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.**

All reports will be taken seriously and will be followed up by the head teacher.  
We will provide support to pupils who are bullied.

They will be reassured that they do not deserve to be bullied and this is not their fault.  
*We will assure them that it was right to report the incident.*

We will encourage them to talk about how they feel.

*We will try to ascertain the extent of the problem.*

We will guide them in making choices about how the matter may be resolved.

*We will try to ensure that they feel safe.*

We will discuss strategies for being safe and staying safe.

*We will ask them to report immediately any further incidents to us.*

We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

*We will interview the pupil (or pupils) involved in bullying separately.*

We will listen to their version of events.

*We will talk to anyone else who may have witnessed the bullying.*

We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.

*We will seek a commitment to this end.*

We will affirm that it is right for pupils to let us know when they are being bullied.

*We will adopt a joint problem solving approach where this is appropriate and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.*

We will consider sanctions under our school's Behaviour and Discipline Policy.

*We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.*

We will ensure that those involved know that we have done so.

*When bullying occurs, we will contact the parents of the pupils involved at an early stage. We will keep records of incidents that we become aware of and how we responded to them.*

*We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks, and again within the following half term.*

We will discuss with victim how to stand up for themselves - eye contact, body language etc.

## **WHEN TOUGHER MEASURES ARE NEEDED**

If necessary, we will invoke the full range of sanctions that are detailed in the school's Behaviour and Discipline Policy. These include

- *Removal from the group*
- *Withdrawal of break and lunchtime privileges*
- *Withholding participation in school events that are not an essential part of the curriculum*
- *Home/school liaison through log books/diaries*

It also includes fixed term and permanent exclusion from school.

## **OUR RESPONSIBILITIES**

Everyone within school is expected to

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to

- Report all incidents of bullying,
- Report all suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by

- Supporting our anti-bullying policy and procedures.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

## **BULLYING OUTSIDE THE SCHOOL PREMISES**

Schools are not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the head teacher of another school whose pupils are bullying.
- Talk to the police where it is thought appropriate.

## **CONCERNS, COMPLAINTS ... AND COMPLIMENTS**

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying - and we would ask that this is brought to the head teacher's notice. If the head teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure as explained in the school brochure.

We would also be pleased to receive compliments - feedback from parents when things have gone well.

## **EVALUATING OUR POLICY**

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of days of absence which are thought to arise as a consequence of bullying.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.

## **OWNERSHIP OF THIS POLICY**

This policy was drawn up by staff and Governors (including parents). The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll. The head teacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Governors will ask for regular briefings on bullying within school, and will expect an annual report on the operation of this policy. One of our Governors (to be appointed) will take a special interest in bullying within school.

## **RELATED POLICIES**

Our Anti-bullying Policy links with a number of other school policies:

- The School Code of Conduct (see school brochure)
- Behaviour and Discipline Policy
- Statement on Racial Harassment (Governors' Annual Report to Parents)
- Child Protection Policy
- Complaints Policy
- Online Safety Policy

This policy will be reviewed two years after being agreed by the full Governing Body, unless incidents occur which require its review.

Agreed by Governors December 2018

Review date - December 2019