

'Do Everything In LOVE' ~ 1 Corinthians 16 v14



St Andrew's CE VA Primary School

Anti-Bullying Policy

July 2023

Our school values underpin all that we do in school and are particularly pertinent to this policy: love, honesty and respect.

We believe that each individual is responsible for his or her own behaviour. However, safety and group management issues must also be taken into account. We recognise the need to create conditions for positive behaviour and limit situations where inappropriate or undesirable behaviour might occur.

Bullying is an unprovoked action taken by an individual or a group with the deliberate intention of hurting an individual or a group, either physically or emotionally. It is the wilful, conscious desire to hurt, threaten or frighten someone. It is often persistent, over a period, and it is difficult for those being bullied to defend themselves. Bullying can take many forms, but the main types are:

- Physical: hitting, kicking, taking belongings, any use of violence or unwanted physical contact.
- Verbal: name calling, insulting, making offensive/inappropriate remarks, whispering about others. (This includes homophobic, bi-phobic and trans-phobic language).
- Indirect: spreading nasty stories about someone, exclusion from social groups. Being made the subject of malicious rumours. Making people feel small, ignoring people, pressurising children to join in inappropriate behaviour.
- Cyber: Social media, (including Tik Tok, Instagram, Facebook, WhatsApp etc) email and internet, misuse of technology
- Racist: racial taunts, graffiti, gestures.
- Homophobic, biphobic and transphobic: because of, or focussing on the issue of sexuality. This type of bullying behaviour can be directed at children who are perceived to be different for not conforming to strict gender stereotypes.
- Religious – a negative or unfriendly approach focusing on religious difference or how somebody expresses their faith

We believe:

- In promoting positive image and high self-esteem
- In nurturing a sense of social responsibility
- In fostering tolerance, respect and consideration for others
- That bullying damages children and is unacceptable.

Objectives

The Anti-Bullying Policy ensures:

- i) that all pupils, parents/carers, staff and governors have a clear understanding of what bullying is.
- ii) that all pupils, parents/carers, staff and governors know what St Andrew's Policy is on bullying and what they should do if bullying occurs.
- iii) that St Andrew's School has a co-ordinated approach to preventing and tackling bullying at school and beyond the school gates.

Implementation

The Headteacher has overall responsibility for the implementation and management of the Anti-Bullying Policy. The day to day implementation of this policy is a shared responsibility. The Anti-Bullying Policy is a continuum of the Behaviour Policy. The two policies should be read and used together.

Prevention Strategies and Support Through The Curriculum

St. Andrew's School Behaviour Policy lists the school's rules, which promote good behaviour. The Behaviour Policy also explains rewards and celebrations for good behaviour as well as sanctions for unacceptable behaviour. Individual classes may also have their own rules for good behaviour.

There are curriculum opportunities e.g. PSHE lessons, which are used to address the issue of vulnerable groups, differences between people, religion, disability, gender i.e. situations where a lack of understanding can instigate bullying.

We use the STOP leaflet (Appendix 1) to teach children what bullying is and what they can do to stop it. We encourage the children to talk about any problem or to communicate through the class Worry Monsters.

Roles

The Role of Governors

The Governing Body supports the Headteacher in creating a safe and secure learning environment. The Governing Body does not allow bullying to take place in our school and those incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Role of Staff

The staff will:

- Provide a warm, caring and safe environment where all children and staff are equally valued and happy.
- Model positive relationships, adult to adult.
- Model positive relationships, adult to pupil.
- Praise and reinforce positive behaviour and employ strategies to build up children's self-esteem.
- Ensure all children have opportunities to work with other children in their class in a co-operative manner, thereby getting to know and appreciate each other.
- Teach children exactly what bullying is (and is not) and encourage them to discuss the issues arising.
- Ensure that children who have deliberately chosen to hurt others, physically or emotionally, know that there are clear and consistent sanctions and that there will be consequences to their actions.

The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, are encouraged to talk to their child's teacher as soon as possible. The teacher will respond to parents' concerns as soon as possible after being informed.

The Role of Pupils

Pupils have thought about positive ways that we can discourage bullying and the School Council have drawn up an 'Anti-Bullying Charter.' This takes into account the views of children across the school.

Pupils are also encouraged to contribute to the school's Anti-Bullying Policy by:

- Taking part in the School Council.
- Supporting each other through the Friendship Stop/Play Leaders/"Buddy System".
- Working with their classmates in a co-operative manner, thereby helping them to know and appreciate each other.
- Establishing their own classroom rules and codes of behaviour.
- Taking responsibility for their own words and actions and understanding the consequences of them.
- Solving problems by talking.
- Talking to an adult.
- Using the Worry Monsters

Procedures for Governors

The Governing Body monitors the incidents of bullying that occur and review the effectiveness of the school policy three times a year i.e. at the end of Terms 2, 4 and 6. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. The Headteacher conducts an investigation into the case and reports back to a representative of the Governing Body.

Procedures for Staff

In general, staff should:-

- 1 Watch out for early signs of distress in pupils – deterioration of work, spurious illnesses, isolation, the desire to remain with adults, erratic attendance. While this behaviour may be symptomatic of other problems, it may possibly be the early signs of bullying.
- 2 Ensure that children do not go into any accessible out-of-bounds areas at break, lunchtime, between lessons and at the end of the day.
- 3 Use all the pupils as a positive resource in countering bullying. Social Skills Groups may be used to resolve problems. Pupils are also actively encouraged to help shy children or newcomers to feel welcome and accepted.

In particular, if an incident of bullying occurs, staff will:

- 1 Deal with the bullying incident immediately and report it to the Headteacher/Deputy Headteacher.
- 2 Listen carefully and record all incidents on CPOMS.
- 3 Offer the victim and perpetrator immediate support and help. Make sure that the victim feels the situation has been dealt with fairly and firmly and that they feel safe and happy to come to school in future.
- 4 Talk with both perpetrators and victims and discuss alternative behaviours.

- 5 Make the unacceptable nature of the behaviour, and the consequences of any repetition, clear to the perpetrator and their parents.
- 6 Inform parents of actions taken.
- 7 Teachers have the power to discipline pupils misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring off the schools premises. Where bullying outside school is reported to school staff, it will be investigated and acted on appropriately.

It is extremely important that other staff e.g. Midday Supervisory Assistants, take a proactive role in behaviour management by:

- 1 Dealing with bullying incidents immediately.
- 2 Communicating problems which may continue into the classroom to the class teacher as soon as possible.
- 3 Reporting all bullying incidents on CPOMS and to a Senior Leader.

Procedures for Parents

- 1 The school works in partnership with parents to provide support for their child, when dealing with incidents of bullying. Refer to Appendix 1.
- 2 We ask parents to support the school’s Behaviour and Anti-Bullying Policies and to actively encourage their children to be positive members of the school community.

Procedures for Children

The children are encouraged to follow the school’s rules.

Our Rules

- Be honest
- Be respectful
- Do everything in love

Pupils are also encouraged to use the advice in the STOP leaflet if any bullying does happen

Support for children who bully

Perpetrators often have low self-esteem and lack social skills. We try to raise their self-esteem and teach them alternative methods of behaviour and ways to deal with situations that they find difficult. Empathy and respect for others is taught explicitly in PSHE lessons.

We recognise that child-on-child abuse may be an indicator that the perpetrator themselves be a victim of abuse.

Outcomes

Children know what bullying is and what to do about it.

Parents are reassured that bullying is dealt with effectively.

Monitoring

The Headteacher and the Safeguarding Governor monitor reports of bullying and the effectiveness of the Anti-Bullying Policy.

References


- DfE Preventing and tackling bullying – Advice for Headteachers, staff and Governing Bodies – July 2017.
- Ofsted: No place for bullying – How schools create a positive culture and prevent and tackle bullying – June 2012.
- St Andrew's Equality information.
- Valuing All God's Children – The Church of England Education Office – Summer 2019

Policy Reviewed July 2023

Next Review July 2024


Appendix 1

St. Andrew's "STOP" Leaflet




RED

What is bullying?




Several
Times
On
Purpose

A bully is someone who hurts someone **MORE THAN ONCE**, by using behaviour which is meant to hurt, frighten or upset another person.




AMBER

What should I do if I'm being bullied?




Start
Telling
Other
People




A HELPING HAND

If you think you are being bullied, you need **A HELPING HAND!** Tell someone as soon as you can, a friend, Mum or Dad, teacher or any other adult.



GREEN

If you are being bullied:



Strategies
To
Overcome
Problems

Do...

- Use eye contact and tell them to go away.
- Ignore them.
- Walk away.
- Act as though you don't care.
- Remember it is **NOT** your fault.

Don't...

- Do what they say.
- Get angry.
- Hit them