

'Do Everything In Love' - 1 Corinthians 16 v14



St Andrew's CE VA Primary School

Anti-Bullying Policy

Our Mission Statement underpins all that we do in school and is particularly pertinent to this policy:

Be Happy and Safe
Work Hard
Aim High
And
Know that God Loves You

We believe:

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 the conditions for positive behaviour and limit the 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 or any use of violence.
- Verbal: name calling, insulting, making offensive 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. For example, a boy who does not like football or a girl judged to have a "male" fashion sense.
- Sexual – unwanted physical contact or sexually inappropriate comments
- Religious – a negative or unfriendly approach focusing on religious difference or how somebody expresses their faith
- Based on prejudice.

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 individual children and is unacceptable.

Objectives

- i) The Anti-Bullying Policy ensures that all pupils, parents/carers, staff and governors have a clear understanding of what bullying is.
- ii) The Anti-Bullying Policy ensures that all pupils, parents/carers, staff and governors know what St Andrew's Policy is on bullying and what they should do if bullying arises.
- iii) The Anti-Bullying Policy ensures 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 Special Rules, which promote good behaviour. The Behaviour Policy also explains the rewards and celebrations for good behaviour as well as the sanctions for unacceptable behaviour. Individual classes 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. Individual and small group work is led by one of our Emotional Literacy Support Assistants for pupils relating to developing positive emotional and social skills.

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 secure Worry Boxes. We hold a Bully Ballot at least twice a year (November and April) where children identify any child who they consider has shown bullying behaviours. If a name appears twice the class teacher will speak to the child; if it appears three times or more, the Headteacher will speak with the child concerned.

Support For Vulnerable Groups

We have a series of planned and structured interventions that support pupils who have been the victim of bullying or who have bullied other people. These are lunch time clubs (ELSA), and social skills groups, individual or small group work, counselling and support from external agencies.

It is anticipated that the measures above will, on the whole, prevent bullying, but where they do not, the procedures below will be followed.

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 or the Headteacher as soon as possible. The teacher or Headteacher will respond to parents' concerns on the same day as having been informed.

Parents are encouraged to:

- Watch for signs of distress in their children. There may be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment that has gone missing, requests for extra pocket money, damaged clothing or bruising.
- Take an active interest in their child's social life, to discuss friendships, how playtime is spent and the journey to and from school.
- Teach their children to be assertive.
- Monitor their children's use of the computer, tablets and mobile phones to ensure that interactions are always appropriate, friendly and polite. If this is not the case, we will always do our utmost to support parents in resolving issues.

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, and every pupil has signed the charter to show their agreement and intention to adhere to it.

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 "Buddy System"/Friendship Bench/Play Leaders.

- 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 Box
- Participating in the Bully Ballot

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 encouraged to actively 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 the Incident Form (see Appendix 2). These are stored in the Office in the filing cabinet.
- 3 Offer the victim 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 bullies and victims and discuss alternative behaviours.
- 5 Make the unacceptable nature of the behaviour, and the consequences of any repetition, clear to the bully 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 to the Headteacher or Deputy Headteacher.

Procedures for Parents

- 1 We ask that where possible, a written record of bullying is kept by parents, providing a record of who, where, what and when.
- 2 The school works in partnership with parents to provide support for their child, when dealing with incidents of bullying. Refer to Appendix 1.
- 3 We ask parents to support the school's Behaviour and Anti-Bullying Policy and to actively encourage their children to be positive members of the school.

Procedures for Children

The children are encouraged to follow the school's Special Rules which have been written by the children.

Our Special Rules

- Be kind and polite.
- Be a friend.
- Work together as a team.
- Help people who are in need of help.
- Be happy and smile.
- Share things with other people.
- Be positive and constructive.
- Use God's rules.

(Reviewed by School Council October 2018)

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

Support for children who bully

Children who bully 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 and Circle Time, but is implicit in the school's Mission Statement.

We recognise that peer-on-peer abuse may be an indicator that the perpetrator might be the victim of abuse.

Reporting Incidents

It is very important that all incidents of bullying are logged. We keep these logs in a central place in the School Office

Outcomes

Children's perception of bullying is monitored through the results of the Bully Ballot and through the Worry Boxes.

Parents are reassured that bullying is dealt with effectively.

Sanctions might be imposed on a case by case basis in line with the Behaviour Policy.

Monitoring

The Headteacher monitors incidents of bullying on a day-to-day basis.

The Headteacher and the Child Protection Governor have a specific remit for this policy and area of work. The Headteacher reports on incidents of bullying and the effectiveness of the Anti-Bullying Policy three times a year to the Governing Body.

References

- Wiltshire Guidance for schools on anti-bullying Policy Development – February 2014
- DfE Preventing and tackling bullying – Advice for Headteachers, staff and Governing Bodies – July 2013.
- 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 – Autumn 2017

Policy Reviewed January 2021

Next Review January 2022

Appendix 1

ST ANDREW'S "STOP" LEAFLET

stop bullying st andrews-3.pdf - Adobe Reader

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Tools Sign Comment

Click on Sign to add text and place signature on a PDF File.



St Andrew's V.A. Primary School

What should I do if I see someone else being bullied?

- Don't walk away and ignore the bullying.
- Let the bully know what is happening.
- Tell the bully to **S.I.O.P.** if it is safe to do so.
- Don't stay silent or the bullying will keep happening.

School aims:

- To treat bullying seriously.
- To all work together to **S.I.O.P.** bullying.
- To make everyone feel safe and happy. Bullying can make people feel frightened and unhappy.
- To help everyone:
 - Get on well together.
 - Respect and understand each other.
 - Believe that everyone has the right to be who they are



Other places to get help, advice and information:

- **KIDSCAPE**
www.kidscape.org.uk
- **ANTI-BULLYING NETWORK**
www.antibullying.net
- **CHILDLINE**
www.childline.org.uk or telephone 0800 111 to speak to a counsellor. Calls are free and confidential.



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Tools Sign Comment

Click on Sign to add text and place signature on a PDF File.



RED

What is bullying?

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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.
- Look upset or cry.
- Get angry.
- Hit them

13:13
29/01/2013

Appendix 2
Antibullying Incident Form



Central Logging Form for Bullying

Reported by:

Name/s and year group/s of the pupil/s who have been bullied:.....

.....

Reported by:

Name/s and year group/s of the pupil/s who have bullied:.....

.....

Date of incident/s..... Time of incident/s.....

Indicate type of incident/s – please tick one or more boxes

Verbal abuse		Isolation (including being ignored/left out)		Physical abuse	
Having personal possessions taken/causing damage to personal property		Cyberbullying (including text messages, emails, social networking sites...)		Being forced to hand over money	
Being forced into something against their will		Spreading rumours/ nasty notes		Other (please specify).....	

Brief description of incident/s

Advice given/action suggested by person who logged this complaint

Have the parents/carers of the pupil/s who have been bullied been informed? YES / NO

Have the parents/carers of the pupil/s who have bullied been informed? YES / NO