

St Andrew's Church of England Primary School



With faith, hope and love we can achieve greater things.

***Anti-Bullying Policy
September 2015 - September 2016***

Introduction

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP - it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim's.

Bullying can take the form of -

- Physical - punching, kicking, hitting, pushing or any use of violence.
- Verbal abuse - when a bully uses words to hurt or frighten someone and can be done in several different ways -
 - * Name calling
 - * Threatening
 - * Taunting
 - * Mimicking
 - * Making them look silly
- Silent bullying - when a child makes someone feel bad but does not say anything. A child might be ignored, or prevented from joining in with others. It might also take the form of sending horrible notes, spreading rumours, following the victim around everywhere or sending nasty text messages on mobile phones.
- Emotional bullying - being unfriendly, excluding, tormenting or using threatening gestures.
- Sexual bullying - Unwanted physical contact or sexually abusive comments.
- Racial bullying - Racial taunts, graffiti, gestures
- Homophobic bullying - Because of, or focusing on the issue of sexuality.
- Cyber bullying - All areas of the internet, such as e-mail and internet chatrooms, misuse of mobile phones, threats by text messaging and calls.
Misuse of associated technology e.g. Cameras and video.
- Bullying of the disabled.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times

on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere - in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At St Andrew's C of E Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Police Community Support Officer about problems on the streets
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- 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 taken seriously and investigated as soon as possible.

Aims and objectives

1. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
2. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
3. This policy aims to produce a consistent school response to any bullying incidents that occur.
4. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying within our school.

Aims of policy:

The purpose of this anti-bullying policy is to:

- Clarify the requirements and responsibilities of the school.
- Reinforce and safeguard the pupils of our school.
- Give guidance on preventing and dealing with bullying.
- Ensure that the response to incidents is well managed and consistent throughout the school community.
- Ensures that the response to incidents complements the values and ethos of the school.

The policy applies to all staff and pupils.

The role of Governors

1. The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that occur are taken very seriously and dealt with appropriately.
2. The Governing Body monitors the incidents of bullying that occur through the accurate records kept by the Headteacher and by the Headteacher's reporting of the effectiveness of the school anti-bullying strategies.
3. The Governing Body responds to any request from a parent to investigate incidents of bullying. The Governing Body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to the Governing Body or its representative.

The Role of the Headteacher

1. It is the legal responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure all staff (teaching and non-teaching) are aware of the school's policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
2. The Headteacher ensures that all children know what actions constitute bullying, that all bullying is wrong and that it is unacceptable behaviour in this school.
3. The Headteacher ensures that all staff receives sufficient training to be equipped to deal with incidents of bullying.
4. The Headteacher sets the school climate of mutual support and praise for success. Children are made to feel important and feel they belong to a friendly and welcoming school so making bullying less likely.

The Role of the staff/support for victims and perpetrators

1. Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.
2. If any member of staff witnesses an act of bullying they do all they can to support the child who is being bullied.

3. We keep a log of all incidents of bullying on the school SIMS Behaviour Management Module. If any adult witnesses an act of bullying, it should be recorded.

4. If we become aware of any incident of bullying taking place between children, we deal with the issue immediately. This may involve -

- Counselling and support for the victim and perhaps the perpetrator of the bullying.
- Punishment for the child who has carried out the bullying.

5. We spend time talking to the child who has bullied, we explain why the action of the child was wrong and we endeavour to help that child change their behaviour in the future.

6. If a child is repeatedly involved in bullying other children we inform the Headteacher. The child's parents are invited into school to discuss the situation.

7. In extreme cases, for example, where these initial discussions have proven ineffective, external support agencies may be contacted.

8. Staff attempt to support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children we aim to prevent incidents of bullying.

Dealing with Bullying if it occurs: *Guidance for children*

If someone you know is being bullied:

- Don't rush over and take the bully on - you don't want other people to think you are a bully!
- Let a teacher or adult know what's happening
- Try to be a friend to the person being bullied
- Refuse to join in
- Ask for help
- Don't smile or laugh at the situation.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.

If you are being bullied;

- Always remember if you are being bullied you **can** do something about it
- Remember it is not your fault
- **TELL, TELL, TELL!**
- Practice what you want to say
- Write down what is happening
- Don't give up
- Ask your parents to visit the school
- Talk over what to do with a friend, a teacher, mum, dad, guardian, or someone you trust
- Remember, adults in school listen carefully to children when they tell us they are being bullied

Dealing with Bullying: Guidance for Staff

At St Andrew's Primary School we believe that Bullying is unacceptable. All such incidents are dealt with appropriately by staff and in line with the school Behaviour Policy. All staff need to be alert to bullying both inside and outside the classroom. It is the responsibility of everyone to report acts of bullying as soon as they arise. To be seen to act is as important as taking action.

If you come across bullying what should you do?

- Remain calm, you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
- Ensure the victim is safe and being cared for
- Take the incident seriously
- Take action as quickly as possible
- Think hard about whether your action needs to be private or public, who are the pupils' involved?
- Reassure the victim; don't make them feel inadequate or foolish
- Offer concrete help, advice and support to the victim(s)
- Make it plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view.
- Punish the bully if you have to, but be careful **HOW** you do this. Reacting aggressively or punitively gives the message that it is right to bully, if you have the power.
- Explain clearly the punishment and why it is being given.

Follow the school behaviour policy:

- Enter in SIMS Behaviour Management
- Referral to Phase Leader if unacceptable behaviour continues.
- Parental involvement if unacceptable behaviour continues.
- Referral to outside agencies where appropriate

- Temporary and permanent exclusion from school is a last resort.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high profile event each year
- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Peer supporters
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing playground improvements and initiatives
- Training Y5 or Y6 pupils to be Peer Supporters
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

Information Gathering

1. Annual questionnaires to parents and children. Identified areas for development are then included in SIP.
2. Incidents of bullying are recorded on the SIMS Behaviour Module
3. Parents evenings and annual reviews.

The Role of Parents

Parent / Carers can help by taking an active interest in their children's time at school. Children can be encouraged to talk about their friends, the activities they are doing both in and out of school, and disagreements or difficulties. There may be signs of distress such as an unwillingness to

attend school, headaches, stomach aches etc. or other signs such as request for extra pocket money or toys and games going missing.

1. Parents who are concerned that their child might be bullied, or who suspect their child might be a perpetrator of bullying should contact the school immediately. Any incidents will be investigated.
2. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
3. Parents may witness incidents of bullying which do not involve their own children. The school may not be aware that the bullied child is, in fact, being bullied and needs to know to help to protect the child. Parents are encouraged to report any incidents involving bullying to the school.

The Curriculum

Bullying is tackled through the Curriculum in the following ways -

- SEAL
- Assemblies / Worship
- Peer Supporters
- Positive relationships throughout school - staff and pupils as role models
- Activities that help understand bullying behaviour.
- School Council - A voice through peer representation
- Circle Time
- Activity Clubs
- Support groups

Monitoring and Review

1. This policy is monitored on a day to day basis. The Headteacher reports to the Governing Body about the effectiveness on request.
2. This Anti-bullying Policy is the Governing Body's responsibility and they regularly review its effectiveness, by examining the school's SIMS Behaviour Management Record for incidents of bullying and by requesting a report from the Headteacher.
3. The Governing Body analyse information with regard to gender, age, disability and ethnic background of all the children involved in bullying incidents.

Act Against Bullying	0845 230 2560	www.actagainstabullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	www.kidscape.org.uk
	08451 205 204 (helpline for adults only)	www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.org.uk
UK Government Website	not available	www.direct.gov.uk