

St Andrew's Church School



ANTI-BULLYING POLICY

Aims

We aim to make St Andrew's Church School a safe and pleasant place for children and adults where all feel appreciated and cared for by members of the school community. Behaviour contrary to this will be challenged.

Purposes

- To show the children that we care about them and that bullying is not acceptable.
- To make St Andrew's a "telling" school.
- To provide for pupils, parents, carers, teachers and other adults, agreed procedures for dealing with incidents of bullying.
- To suggest ways of helping victims and supporting their parents/carers.
- To raise the awareness in the school through the provision of training and resources.

What is bullying?

Bullying can be defined as **deliberately hurtful behaviour** that is repeated over a period of time. It is difficult for those being bullied to stop the process.

Bullying may include any of the following behaviour: -

- name calling and teasing
- jostling and punching
- intimidating and exhorting
- assaulting and injuring
- giving dirty looks
- repeatedly excluding children from activities
- laughing at others unkindly
- touching
- hitting
- making personal insults or insults about other family members
- making racial insults, sexist, homophobic, transphobic or disablist remarks
- taking or destroying possessions or work
- threatening
- hurting
- making rude gestures
- repeatedly telling others what to do



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The Policy

1. Strategies for prevention of bullying

Raising awareness - pupils

Anti-bullying messages can be shared through personal, social, health and economic education (PSHE) and school assemblies. For younger children circle time can be used to discuss feelings around friendships and worries they may have.

Lessons are a good way of teaching children about:

- what bullying is
- how it affects the people involved
- why people bully others
- what bystanders should do when they witness bullying
- the importance of children telling someone if they someone else is being bullied.

Children in the School Council created the following Rules:

1. Do not use bad or unkind words to others.
2. We must use kind actions
3. Keep others safe by telling a trusted adult about any bullying.
4. Respect people's feeling and property
5. Remember it is always ok to tell a trusted adult what has happened to you or others.
6. It's not ok for others to make you feel bad or hurt in any way.

Raising awareness - adults in the school

All adults working in the school receive regular opportunities for discussion about bullying in staff meetings (including regular discussions between Senior Leaders and support staff), through review of this policy and occasional INSET days.

Raising awareness – parents/carers

A copy of this policy is available to parents/carers on request and on the school website.

The policy should be read in conjunction with the Behaviour for Learning Policy.



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2. Procedures for dealing with incidents of bullying:

Who should pupils report bullying to?

Pupils should tell any trusted adult in the school. They could tell a friend who should then tell a trusted adult. The main thing is to tell somebody.

Who should parents/carers report to?

Parents/Carers' first point of contact is the class teacher. Parents/carers are encouraged to phone the school and tell us, even if their child asks them not to. They can be assured that the matter will be dealt with tactfully and sensitively. Bullying will only stop if it is dealt with, so the school needs to know.

Who should teachers and other adults in the school refer?

Teachers and other adults who observe bullying, or who have incidents reported to them, should always consult the Headteacher, Deputy or Inclusion Leader. It is understood that an individual may need to take immediate, on the spot action but any further action should be discussed.

Who should deal with the incident?

The class teacher should normally deal with bullying as it occurs, but further action should be referred to the Headteacher, Deputy or Inclusion Leader.

3. Dealing with the bully (or bullies)

Our main aim is to stop all incidents of bullying and to ensure that the bully(ies) are aware that such behaviour is unacceptable and is not allowed at St Andrew's School. We also aim to ensure the physical, social and psychological well-being of those bullied and those observing the behaviour.

- Bullying behaviour will be challenged and dealt with according to the steps and procedures laid down in the school's Behaviour for Learning Policy.
- Bullying behaviour that is seen and/or reported will be logged on CPOMs by Support staff or teachers and the Headteacher, Deputy or Inclusion Leader will be kept informed.
- If the behaviour continues the bully's parent/carers will be required to come in to school to discuss the matter.



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- Parents/carers will be involved, where appropriate, to assist with resolution of the problems.
- It is important parents/carers work in partnership with the school to resolve the issues.
- All incidents of bullying referred to the Headteacher or Senior Leadership Team will be recorded in the school behaviour record on CPOMS.

4. Supporting the victim

Victims are supported to understand what is happening and with strategies to cope with what is happening. It is the responsibility of the school to prevent bullying.

- Always tell the victim that you believe him/her and give him/her your full support. Give the assurance that something will be done. Give support to parents/carers when they are involved.
- Do not advise him/her to "grow up", stand up for yourself etc.
- Advise on how to avoid dangerous situations, setting themselves up etc.
- Elicit support from "friendly" peers.
- Give the victim training in social skills.
- If appropriate, refer to external agencies for support such as an Educational Psychologist

5. Supporting the bully

- Children who bully will be supported to change their behaviour. Their behaviour may be an indication of underlying social and emotional difficulties.
- Teachers will make use of Circle Time/PSHE to resolve conflict, talk about anger or frustration etc.
- The school uses the 'Thrive Approach' to support children to understand their emotions and actions.
- If appropriate, refer to external agencies for support such as an Educational Psychologist

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Useful resources

<https://learning.nspcc.org.uk/research-resources/schools/anti-bullying-resources/>

<https://www.childline.org.uk/>