



# Anti-Bullying Policy

Author	SLT
Chair Signature	 Sarah Jenkins Welch
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St Andrews Major C/W Primary School

## **Definition**

“Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms.”

*(Tackling bullying in schools: A survey of effective practice – Estyn 2006)*

## **Procedures and Practice**

Bullying is wrong and damages individual children. At St Andrew’s Major C/W Primary school, we will do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

Bullying should be dealt with as a whole-school issue.

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 in our school.

## **At St Andrews Major C/W Primary School, we recognise the following as types of bullying:**

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical – pushing, kicking, hitting, punching or any use of violence;
- Racist – racial taunts, graffiti, gestures;
- Sexual – unwanted physical contact or sexually abusive comments;
- Homophobic – because of, or focusing on, the issue of sexuality;
- Gender – taunts around gender identity;
- Verbal – name calling, sarcasm, spreading rumours, teasing.

## **We recognise that bullying can take many forms, but have identified three main forms:**

- Verbal – name calling, insulting, making offensive remarks.
- Physical – hitting, kicking, taking belongings, sexual harassment or aggression.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, MSN, sending malicious e-mails or text messages on mobile phones.

## **Verbal bullying may:**

- Involve name calling;

- Involve making use of written notes, e-mails, text messages or messages on Social Media;
- Include threats of physical violence.

**Physical bullying may:**

- Often consist of deliberate jostling, bumping, pushing or shoving. Those responsible may easily maintain that it is accidental when detected for the first time. It is a criminal offence where it involves assault, actual bodily harm or wounding.
- May involve theft or damage to property (accompanied by the threat of violence). Not all theft or damage is bullying, but it is where the intention is to create fear and use power improperly.

**Manipulative bullying may:**

- Involve social networks with the intention of excluding, ostracising or marginalising individuals from their friends and normal relationships;
- Involve spreading rumours or malicious accusations either in person or via electronic means e.g. social networking site / mobile phones etc.

**Strategies to reduce bullying at St Andrews Major C/W Primary**

The following will be used to inform and educate pupils in order to prevent or reduce incidents of bullying:

- Worship
- Values Education Programme
- Work with the Police Community Officer
- Co-operative group work
- Circle Time
- Philosophy for Children
- Buddying
- Discussions at School Council meetings
- Mediation by adults and / or peers
- Assertiveness training groups
- Direct and indirect discussions through areas of the curriculum e.g. PSE, literacy, drama, history, RE
- Ensuring all staff follow the same procedures.

**Bullying incidents will be recorded on the LA termly bullying return.**

**In school records will be kept to indicate:**

- Names of those involved, including the victim, bully and any witnesses;
- Dates of incidents;
- Details of incidents;

- Action taken;
- Monitoring of situation;
- When the situation will be reviewed.

### **The Role of the Governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying in our school. Any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body will review the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way that the school has dealt with any incident may refer the matter to the Governing Body, in line with the school's complaints policy.

### **The Role of the Head Teacher**

It is the responsibility of the Headteacher to implement the school Anti-Bullying Policy and to ensure that all stakeholders are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher will report to the Governing Body about the effectiveness of the anti-bullying policy as required. The Headteacher will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour. For example, if an incident occurs, the Headteacher may decide to use worship as the forum in which to discuss with other children why this type of behaviour is wrong.

The Headteacher will ensure that all staff, including MDS, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher will encourage a school climate of mutual support and praise for success, so making bullying less likely. When children feel that they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of the Teacher and Support Staff**

Everyone in our school takes all forms of bullying seriously and seeks to prevent it from taking place. If teachers witness an act of bullying, they will investigate it themselves and refer it to the Headteacher. All staff will do all they can to support the child who is being bullied.

The Head Teacher records all incidents of bullying that occur on 'My Concern'. The details of these incidents are also kept in the Pupil Record Files in each class. Any adult who witnesses an act of bullying has a responsibility to ensure the incident is recorded.

When any bullying has taken place in the classroom the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and consequences for the offender. Time will be spent talking to the child who has perpetrated the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, the Headteacher and the ALNCo will be informed. Very often the school's ELSA will also become involved.

We will then invite the child's parents into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective or in the case of a very severe one off incident, the Headteacher may contact external support agencies, such as Social Services or the Pupil Support Service.

Teachers will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use drama, role-play, stories etc., circle time will be used to praise, reward and celebrate the success of all children, and thus help create a positive atmosphere.

### **The Role of the Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their children to be positive members of the school.

### **The Role of the Pupils**

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must tell other people. Pupils are invited to tell us their views about a range of school issues, including bullying. The school works alongside the National Organisation 'Bullies Out' to train pupils as part of their Playground Pals scheme. Pupils have the opportunity to gain the nationally accredited Junior Achievements Award as part of their training.

### **Procedures for Dealing Specifically with Incidents of Bullying**

#### **Stage 1 (Teacher Concern)**

Child reports to teacher.

Apology to victim – verbal.

Apology to victim – written.

Appropriate consequences are put in place.

Child is counselled by relevant staff member (and ALNCo / Headteacher if necessary)

Consequences should be used in line with the school Positive Behaviour Management Policy

## **Stage 2**

Class teacher reports to ALNCo and Headteacher.

Child is given notice that 'bullying' and other inappropriate behaviour is being recorded.

Record is begun containing date and description of incident.

Class teacher and ALNCo or Headteacher counsel child formally.

Parents are involved in counselling.

Evidence is collected and in consultation with parents the teacher, ALNCo and or Headteacher decide if there is the need to seek external support.

## **Stage 3 (School Action Plus)**

Headteacher / Outside Agency / ALNCo implement strategies to correct behaviour.

Parents work in tandem with the school.

Governors may be involved.

Suspension and/or exclusion may be considered.