

# *St. Andrew's Church of England Primary School*

## *Anti-Bullying Policy*

### **Status**

Recommended

### **Purpose**

This policy aims to produce a consistent school response to any bullying incidents that may occur, to produce a safe and secure environment where all can learn without anxiety. We aim to make all those connected with the school aware that bullying, of any kind, is unacceptable at our school. In addition to make clear each person's responsibilities with regard to the eradication of bullying in our school.

What is bullying?

Bullying is the repeated intimidation that is intentionally carried out by a person or group in order to cause physical and/or emotional hurt.

Bullying can be: -

Physical: pushing, hitting, kicking or any other type of physical violence or threats

Verbal: name-calling, sarcasm, teasing, spreading rumours.

Emotional: ridicule, humiliation, tormenting

Racist: racial taunts, gestures

Homophobic: derogatory and/or inappropriate comments

Discriminatory: singling out, 'you can't play with us'

Cyber: All areas of internet, such as email misuse.  
Mobile threats by text messaging and calls.

### **Who was consulted?**

This policy was reviewed in consultation with governors, staff, school council and parents.

### **Relationship to other policies**

This policy is linked to pupil discipline, home -school agreement and equal opportunities policies.

## **Roles and responsibilities of the headteacher, other staff, governors**

The **headteacher** will ensure that:

- The school anti-bullying strategy is implemented.
- All staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- All children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- All staff receive sufficient training to be equipped to deal with all incidents of bullying.
- They set the school climate of mutual support and praise for success, so making bullying less likely.
- All incidents of bullying that occur are recorded in the anti-bullying record.

All **staff** are expected to:

- Take all forms of bullying seriously and intervene to prevent incidents from taking place.
- Support all children in their class and to 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.

The **governing body** will:

- Support the head teacher in all attempts to eliminate bullying from our school.
- Monitor the incidents of bullying that occur and review the effectiveness of the school policy regularly.
- Require the head teacher to keep accurate records of all incidents of bullying and to report to the governors annually.

## **Arrangements for monitoring and evaluation**

The governing body will evaluate the impact of this policy by receiving data from the headteacher, to show

- Instances of bullying and action taken.
- Support provided for the victims.

**Date established by governing body: 25 September 2002**

**Date reviewed: Jan 2010, March 2012**

**Date for next review: March 2014**

Signed by Chair of Governors:

Date:

## *Appendix 1*

In order to implement this policy the following strategies will be used.

- 1 Talk to the victim
  - Try to find out as many facts as possible without putting too much pressure on the child.
  - Ask the child to write or draw a picture of what has upset him/her.
  - Give reassurance that they do not have to tolerate this kind of behaviour, and that we can and will put a stop to it.
  - Praise the child for having the courage to talk about what has happened.
  - Discuss ways in which the child could help him/herself deal with the problem.
  
- 2 Talk to the alleged bully and any possible witnesses
  - If bullying is confirmed, discuss reasons for the behaviour.
  - Emphasise that bullying is never acceptable.
  
- 3 Decide on appropriate action, e.g.
  - Ask the bully to apologise to the victim.
  - Inform the parents.
  - Remove the bully from the situation where bullying is likely to occur.
  - Use the Circle Time forum using the Quality Circle Time materials.
  - Try the 'No Blame Approach' see Appendix 2.
  
- 4 Write down all the details on an Incident Form (to be maintained in the Discipline file in the Headteacher's room).
  
- 5 Inform the Head/Deputy of the situation.
  
- 6 If the alleged bully denies involvement, monitor the situation closely.
  - Try to find witnesses
  - Ask the Midday Supervisors, teaching and non-teaching colleagues to keep a look out at break times.
  - Talk to the victim's parents to get as much information as possible.
  
- 7 Remember that what may seem trivial to an adult may be hugely important to a child. Be sensitive to the child's needs.

## *Appendix 2*

### The No Blame Approach to dealing with Bullying

- 1 Talk to the victim. The aim is to find out who is involved and how the victim is feeling. It is not necessary to find out about the incidents.
- 2 Meet with a group of children – including the bully/bullies.
- 3 Explain to the group how the victim is feeling – use a piece of writing from the victim if you have one. At no time allocate blame or be drawn into a discussion about the incidents.
- 4 Explain to the group that you know that they can improve the situation for the victim.
- 5 Encourage each member of the group to put forward an idea for making the victim happier. Respond positively to the suggestions but don't make the children promise anything.
- 6 Explain that you will leave it up to them to solve the problem and arrange to meet them again in about a week.
- 7 Meet them the following week – individually or in a group. Talk to the victim as well. This allows you to monitor the bullying and keeps all the children involved.
- 8 Monitor as necessary.

## *Appendix 3 - Bullying Poster*

### **BULLYING**

We do not allow or tolerate bullies in our school.

#### What is a bully?

A bully is someone who often picks on you either upsetting or frightening you. They may hurt you, call you names, take things from you or try to make you do things you do not want to do.

#### What to do if you think you are being bullied

1 Tell someone about it. (Your teacher, parents, another grown up or a friend)

Remember if you keep quiet the bully wins!

2 Try not to be on your own

#### What to do if you see someone else being bullied:

1 Tell a grown up

2 Make sure your teacher knows what has happened

We do not want any bullies in our school

Remember our school rule:

We keep hands, feet, objects and unkind words to ourselves.

If everyone followed this rule, there would be no bullying in our school.