



St. Andrew's CEVA Primary School

Anti Bullying Policy

At St Andrew's CEVA Primary School we provide Christian worship and Christian teaching. Spiritual and moral development is central to the life of our school and this will be reinforced in the school's Anti-Bullying Policy where appropriate.

We are committed to providing a caring, friendly and safe environment for all our pupils and staff so that all can learn and develop together in a relaxed and secure environment

Bullying of any kind is unacceptable at St. Andrew's CEVA Primary School. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. St. Andrew's CEVA Primary School is a School that SPEAKS OUT – anyone who knows that bullying is happening is expected to tell a member of staff.

What is Bullying?

Bullying is any situation where a person feels threatened or concerned for their safety because someone else intimidates, dominates or abuses them. It is when a repeated action, such as teasing, becomes intolerable.

Bullying involves dominance of one pupil by another, or a group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- Cyber bullying

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

Some bullies do not realise the effect that their actions have on others e.g. "I was only playing" is often used as an excuse and is believed by some bullies. At St. Andrew's CEVA Primary School this excuse is **not acceptable**.

Bullying of Staff

Bullying of staff by pupils, parents or other staff will not be tolerated at St. Andrew's CEVA Primary School. Any incidents should be reported to the Headteacher who will investigate the matter, following the same procedures, where relevant, as those laid down for pupils.

Objectives

- To ensure that all staff, parents and children have an understanding of bullying and that it is unacceptable at St. Andrew's CEVA Primary School.
- Clear procedures to be understood by all.

Principles

- All bullying behaviour is challenged
- All bullying behaviour is acted upon, and seen to be acted upon by the school.
- Parents to be informed

The school will attempt to reconcile the pupils.

Procedures

- Bullying incident is reported to the appropriate member of staff, in the first instance would be the Learning Mentor **or directly to the Headteacher**, using the Bullying Log (**Appendix 1**).
- Class teacher to be informed and a note will be made in our class behaviour log.
- Minimum sanction for the perpetrator is to miss a break and/or lunch time for incident which result in discussion with the parents/carers following the school Behaviour Policy.
- The Bullying Log will be shared with parents and stored confidentially.

The incident will be monitored by the Headteacher and Learning Monitor to ensure any continued rule breaking or patterns of behaviour are dealt with. Information that arises will be passed to the PSHÉ co-ordinator who will ensure that key issues are being covered in lessons and/or circle time.

- After **3** recordings or 1 major incident, child to be sent to Head teacher for a consequence. At this stage the child will be warned that after another incident a letter / phone call will be made to the home to arrange a meeting with parents/carers if the bullying behaviour does not stop. **See Appendix1** for meeting with parents form.
- At the second warning the parents of the child bullying will be asked to come into school and to work with the school in solving the problem.

Bullying behaviour must stop immediately. The school has developed the following to support

both the bully and the victim.

- Following the incident the bully is expected to apologise both verbally and in writing to the victim.
- If the bully refuses to apologise or it is a second incident then the bully will be removed from the class for a whole day “internal exclusion.” The child will then be placed on a Pastoral Support Programme (PSP) in order to monitor the behaviour closely.
- A persistent bully is an individual who repeats this behaviour and shows no remorse. In the view of the staff and the Governors of St. Andrew’s CEVA Primary School, more than two “bullying interviews” with parents would indicate that there has been no change in the bully’s behaviour. In this case the Head teacher will inform the parents that their child is in danger of being excluded (fixed term) for their bullying behaviour. The normal exclusion procedures will then be followed.
- All incidents to be recorded on Edukey
- Regular discussions in “Circle Time,” School Council etc.
- All children & parents to have a copy of the child friendly anti-bullying policy.
- Introduction of “Positive Play” at lunchtimes – trained staff promoting harmony and teamwork to avoid possible confrontations.
- Displays of posters to help promote a safe environment.
- Discussions to ensure that children are just not “Telling Tales” to get somebody into trouble.
- Proper investigations of incidents.
- Educating the children to be able to deal with the wider world through PSHE Jigsaw scheme

PARENTAL CONCERNS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying – and we would ask that this is brought to the Headteacher’s notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school’s Complaints Procedure

The **Headteacher** is responsible for introducing and implementing this policy. However **all staff, all pupils** and their **parents** have an active part to play in the development and maintenance of the policy, and in its success.

RESPONSIBILITIES

Everyone within school is expected to

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to

- Treat people as you want to be treated. Make sure you don't start problems by laughing at somebody, spreading rumours etc
- Report all incidents of bullying to a member of staff.
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Staff are expected to

- Listen to the children.
- Investigate the problem
- Record the incident on Edukey
- Try and reconcile the children
- Build self-esteem of all children to help prevent the problem
- Inform the Learning Mentor
- Inform the Headteacher, who will then inform the parents of all children involved

Parents are expected to:

- Support our Anti-Bullying Policy and procedures.
- Discuss with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Accept that some issues between children are part of finding out about relationships e.g. falling out with friends, not wanting to play with someone often will resolve itself and cannot be classed as bullying which is persistent picking on behaviour
- Help to establish an anti-bullying culture outside of school.

As a School we will:

- Will act on parental concerns
- Will report to the parents of the bully and the victim the nature of the allegations and what action is being taken
- Will provide opportunities for children to discuss any 'bullying' matters with Learning Mentor or Family Support Worker
- Incorporate anti bullying messages into PSHE and Assembly programmes ensuring all children, regardless of special educational needs or EAL requirements can access the information.
- Within our Jigsaw PSHE scheme of work during Autumn 2 in our 'Celebrating difference' theme we focus on diversity and anti-bullying.
- Ensure key staff attending training on providing anti-bullying support and policy and disseminate this to all staff.

Bullying Outside the School Premises

Schools are not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates, on journeys to and from school and via the internet. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to parents

Monitoring and Review

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time and periodic questionnaires – PASS data and Healthy Schools Surveys (Northamptonshire LA)
- Through the comments of our Pupils at School Council
- The number of complaints that we receive from parents.

This policy was drawn up by the staff and Governors, parents and pupils.

The policy applies to all staff and to all pupils

Our Anti-bullying Policy should be read alongside other school policies:

- Behaviour Policy
- Equal Opportunities Policy
- Racial Equality
- Safeguarding Policy
- Child Protection Policy
- PSHE Policy
- SMSC Policy
- E-safety Policy
- Confidentiality Policy

As a whole school we are also working towards evidencing the 3 aims of the equality duty which are as follows:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those do not.

We hope that by working together St. Andrew's CEVA Primary School will continue to be a better and safer place.

Signed: S.Gentry/N.Archer

Reviewed: September 2018

Next Review Date: September 2019



St. Andrew's CEVA Primary School

Meeting with Parents/Telephone Consultation *(Circle as applicable)*

Names of parents/carers at meeting:	Date:
Child's name:	Class:
Teacher:	
Main reason for meeting:	
Key points from discussion and evidence shared:	
Actions Agreed: <ul style="list-style-type: none"> • • • • 	
Parent/Carer Signature:	
Teacher Signature:	