

St Andrew's CE Primary School, Eccles
Anti-Bullying Policy
Updated February 2015
Next Update: 2016

Ethos Statement (from the Instrument of Governance)

“Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level. The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.”

Aims and Objectives of this Anti-Bullying Policy

- ✓ To raise awareness of bullying.
- ✓ To bring about conditions in which bullying is less likely to happen.
- ✓ To eradicate all types of bullying.

Our Definition of Bullying

There are many definitions of bullying, but at St Andrew's we consider it to be:

- Deliberately hurtful (including aggression).
- Repeated often over a period of time.
- Difficult for victims to defend themselves against.
- Involving an imbalance of power.

Bullying can take many forms, but the three main types are:

- Physical – hitting, kicking, taking belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – spreading nasty stories about someone, excluding them from social groups, making them the subject of malicious rumours.

Of these, name calling is the most common direct form. This may occur because of individual characteristics, but also because of ethnic origin, nationality or colour, or because of some form of disability/**learning difficulty**.

At St Andrew's, we believe that not all aggressive behaviour is bullying. It can be the case that children fall out with one another, or that children are equally aggressive towards each other. Unless serious exclusion of one member from the group, and/or an imbalance of power is taking place, then it may just be a case of individual differences.

At St Andrew's, we deter children from all aggressive behaviour, and we will not tolerate fighting, kicking, biting, spitting, pinching, pushing, slapping or punching. Neither will we accept threats, swearing, name calling or racist, sexist and derogatory comments designed to hurt and cause offence. **We will not accept behaviour from anyone, whether adult or child, that aims to cause pain and distress to others.**

Despite training in correct social behaviour, we must be aware that there may be instances of bullying within school. It is essential that we recognise this and that there

are procedures in school for dealing with the bullying when it occurs.

Procedures

Where bullying does occur, the most important thing is to stop it happening again. We feel that as bullying is such a serious matter, it is important that the Headteacher or Assistant Headteacher is fully involved as soon as possible. Once bullying has been reported or observed, the Headteacher, Class Teacher, Family Support Manager and/or Inclusion Manager will work together to implement the necessary procedures. In the following steps, the term “leader” has been used to refer to either the Head, Deputy Head, Class Teacher or Family Support Manager, as is considered appropriate in the particular circumstances.

When an instance of bullying has been reported, the leader will discuss with the injured party what has taken place, his/her feelings and concerns. A written record will be made by the leader. Depending on the seriousness of the incident, the leader will inform the Headteacher in order for her to take immediate, necessary action, or in the case of a ‘low level’, isolated incident (which could simply be a ‘falling out’ or a ‘negative attitude’) the leader can deal with the incident immediately through the use of the school behaviour policy and the steps below, then inform the Family Support Manager who will log the incident for monitoring and reviewing with the Headteacher on a fortnightly basis. In the case of ‘large scale, high level’ bullying and/or harassment **the Headteacher must be informed immediately** in order to complete the ‘Bullying and Harassment Log’ and inform parents and other agencies in order to take appropriate, co-ordinated action.

In order to complete the Log and give a full account to the Family Support Manager and/or Headteacher, the leader will also need to do the following.

1. After speaking with the injured party and making a note of the incident and his/her feelings and concerns, the leader will meet with the group of pupils who have been involved in the incident. This will include some bystanders or colluders who joined in but did not initiate the bullying.
2. The leader will remind the group that bullying is unacceptable and will not be tolerated. She will explain to the group how the victim is feeling. The leader will tell the group that she knows that they are responsible and can do something about it. Each member of the group is encouraged to suggest a way in which the victim could be made to feel happier. The leader encourages the group to take responsibility for solving the problem themselves, and arranges to meet with the victim and the group in order to monitor progress. Monitoring will continue throughout the half term in order to check that the bullying has not started again.
3. Other adults, such as teachers and teaching assistants who may be on playground duty, and mid-day supervisors, are informed of the incident and the suggested solutions of the group, in order that they may monitor the situation from a distance without becoming directly involved. The leader also continues to play a monitoring role, either from a distance by watching what is going on, or by arranging further meetings with the group if the suggested solutions have not been effective.

If these steps have been followed, details must be passed on the Family Support Manager and/or Headteacher in order for them to monitor and review the situation and actions taken.

In cases where the bullying persists despite the above approach, the Headteacher will complete the Bullying and Harassment Log, notify the parents of the bully and the injured party of what has happened and the procedures which have been followed. Parents will be asked to attend meetings with the Headteacher in order to discuss possible solutions to the problem and other agencies may be involved to action an appropriate, co-ordinated response.

In cases of severe and persistent bullying, where the above procedures have been followed and failed to have an effect, strong sanctions such as seclusion may be necessary in accordance with the school's Behaviour policy.

Anti-bullying Activities

The Anti-bullying policy will be the subject of a whole school focus, and will be supported by a wide range of activities which the children will undertake on a regular basis, either in assembly time or in the classroom. These will include role-play situations, circle time, drama activities, activities to enhance self-esteem, empathy activities, anger management activities, communication activities and relationship activities.

These activities will be based on material in various PSHCE publications available in school, including SEAL, the Primary National Strategy material on Bullying, Bullying Matters and Stop Bullying (see PSHCE resource list).

An integral aspect of our Anti-bullying policy is the use of Peer Mentors, a group of children from KS2 who have had intensive training and who befriend some of the more

vulnerable pupils in KS1. Each Mentor is assigned a Mentee and a trusting relationship is established. We are part of a pilot group for the Mentoring & Befriending Foundation and have applied for Approved Provider Standard in Peer Mentoring.

E-bullying

Any incidents of bullying on the internet or through the use of computer technology must be reported to the Headteacher or in her absence the Assistant Head and Family Support Manager. See Acceptable Use Policy and Misuse Procedures.