

Anti Bullying Policy

Statement of Intent

We are committed to providing a happy, caring, friendly and welcoming environment for all of our pupils so they can learn in a secure and safe atmosphere. We believe that everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving community.

Bullying of any kind is unacceptable at St. Andrew's. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. *Anyone* who knows that bullying is happening is expected to tell the staff.

Aims and Purpose of the Policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.
- To promote and uphold the Christian ethos for all pupils

What Is Bullying?

At St. Andrew's School, we have an agreed understanding of what bullying is. We recognise that bullying is the deliberate/premeditated targeting of an individual using physical or mental abuse to cause harm and/or intimidation and distress over a period of time. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment. Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying.

Bullying can take many forms. The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

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Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances

See Appendix 1 for possible signs and symptoms

Reporting: Roles and Responsibilities

Staff

All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

Senior staff

The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all pupils

Parents/carers

Parents and carers also have a responsibility to look out for signs of bullying. Parents and carers should report, or support their child to report the bullying.

Pupils

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying, they should offer support to the victim and encourage them to report it.

Responding to Bullying

- All incidents of bullying should be reported to a member of staff.
- All reported incidents will be fully investigated to ascertain whether they are a case of bullying or other behaviour issues which can be dealt with through the school's behaviour policy. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- In all cases of bullying, staff will record the incidents on the Incident Form on the School Management Information System.
- In all cases, parents of both the victim and the bully will be informed and will be asked to attend a meeting to discuss the problem.
- The school will be proactive in supporting the victim and also work with the bully (bullies) to support them in changing their behaviour. This will be closely monitored.
- If necessary and appropriate, police or other outside agencies will be consulted.

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The school will respond to the pupil who is bullied by:

- Actively listening to the child
- Offering support and strategies to deal with unwanted behaviours
- Protecting the child and ensuring their safety as and when necessary
- Involving parents
- Involving outside agencies to support the child as appropriate

The school will respond to the bully by:

- Ensuring that they recognise, take responsibility for and reflect on their behaviour/s and how it affects others
- Applying appropriate sanctions
- Guiding, supporting, advising and offering them strategies to change their behaviour
- Insisting that they take responsibility for their actions and help them to actively make amends
- Involving parents
- Involving outside agencies when necessary

Outcomes

- The bully (bullies) will be dealt with according to the severity of the bullying and consequences may take place in line with the school's behaviour policy and with full parental involvement.
- In serious cases, suspension or even exclusion will be considered in line with the school's behaviour policy and policy for exclusions.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

The school will monitor any incidents by:

- Meeting with pupils and giving them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents.
- Reviewing the effectiveness of the policy bi-annually with governors, staff, pupils and parents.

Prevention

We will use various methods for helping children to prevent bullying. Our school vision is at the heart of everything we do and ensures that all members of the school community are respected. As and when appropriate, these may include:

- Writing a set of class/school rules.
- Signing a behaviour contract.
- Writing stories or poems or drawing pictures about bullying.
- Reading stories about bullying or having them read to a class or whole school assembly.
- Making up role-plays.
- Using the curriculum, particularly PSHE, to raise awareness and to have discussions about bullying and strategies to prevent and tackle it.

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- Collective Worship explores the importance of inclusivity, dignity and respect, as well as other themes that play a part in challenging bullying.
- Support the National Anti-bullying Campaign.

Bullying Off the School Premises

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day.

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by pupils in this school, or by pupils of other schools or on pupils' journey to school. At St. Andrew's School, we encourage pupils to tell us, and their parents about incidents that happen inside and outside school so that we can:

- Raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc.
- Alert colleagues in another school whose pupils may be involved off premises.
- Map safe routes to school in the event of a pupil being bullied on their journey to school.
- Offer pupils strategies to handle bullying off the school premises.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the incident log, and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Training

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

Evaluating and reviewing

The Headteacher is responsible for reporting to the governing body and the local authority where applicable, on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy through in-school monitoring such as learning walks.

Reviewed: Autumn 2021

Approved by: Curriculum Committee

Next Review Due: Autumn 2023

Monitored by: Headteacher



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APPENDIX 1 Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.