St Andrew's CE Primary School

At St Andrew's we **BELIEVE** all God's children should flourish in every area of their lives. Our broad and balanced curriculum **INSPIRES** the whole child with their unique talents, encouraging them to develop self-respect and high aspirations. We help them to **ACHIEVE** their full potential through active and creative learning that will develop their knowledge, skills and understanding with our supportive community.

'With God all things are possible' (Matthew 19:26)

Anti-bullying Policy

Date approved September 2025

Date of review September 2026

ANTI - BULLYING POLICY

'And as you wish that others would do to you, do so to them'.

St Andrew's Church of England Primary School is a Christian community where the teachings of Jesus are used to support and guide everything we do and where we share God's love for us. Our relationships with others are based on mutual respect and consideration for others and underpinned by Christian values, embodied in our TERRIFIC values.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

Bullying is defined as STOP (Several Times On Purpose). The four main types of bullying are:

- Physical e.g. hitting, kicking, theft
- Verbal e.g.name calling, racist remarks
- Indirect e.g. spreading rumours, excluding someone from social group.
- Cyber-Bullying – Cyber- bullying is the most rapidly increasing form of bullying. Cyber-bullying can be defined as an aggressive, intentional act, carried out by a group or individual, using electronic forms of contact, repeatedly and over time against a victim who cannot easily defend themselves. This can include bullying through text message, picture / video clip (via mobile phone cameras), phone call, email, chat-room, through instant messaging and bullying via websites or social media.

All staff in our school are alert to signs of bullying and will act promptly and firmly against it in accordance with school policy.

STATUTORY DUTY OF SCHOOLS

The Head Teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

IMPLEMENTATION OF POLICY

All reported incidents of bullying will be investigated and taken seriously by staff members. A record of serious incidents will be kept in Behaviour Log (located in the Headteacher's office). The Teacher dealing with the incident will be responsible for this and will also make the Headteacher aware of the incident and accompanying report in the incident book in order to ensure effective monitoring of such occurrence and to facilitate co-ordinated action through these recordings. If bullying includes racist abuse it will be recorded in

the Behaviour Log on a racist incident form, and the Headteacher will include details in the 'racial incident' return that is submitted to the governors and LA.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on an incident form and referred to the Headteacher
- The investigating teacher or senior member of staff will interview all concerned and make a record of the incident by all concerned.
- Class teachers will be kept informed
- Parents will be kept informed
- Appropriate consequences will be put in place for those involved

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach will be used. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

Pupils who have been victims of bullying will be supported by:

- Ensuring that the victim is safe
- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been the perpetrators of bullying will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Understanding the need to change and the impact of their behaviour on the victim / other pupils
- Informing parents/carers to help change the attitude of the pupil.

The following recommended progression of consequences may be put in place if necessary

- Official warnings to cease offending.
- Exclusion from certain areas of school premises
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

PARENTAL INVOLVEMENT

Parents are provided with a copy of the school's anti-bullying code. Parents are asked to read and discuss the anti-bullying code with their children. The parents of all children involved will be informed of any serious incident and asked to support strategies proposed to tackle the problem. The child exhibiting bullying behaviour will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her.

Parents are reminded to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

SCHOOL ACTION TO PROMOTE ANTI-BULLYING

Within the curriculum the school will raise awareness of the nature of bullying through inclusion in PSHE, class teaching time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time and intervention from our Learning Mentor team.

ANTI-BULLYING CODE

Being a 'telling school' forms the basis of our anti-bullying code. Involving bystanders is a very important aspect of tackling bullying because there are always people who know what is going on. It means that even if the bullying target is too afraid to tell a teacher, all the bystanders know that it is their duty to do so. The anti-bullying code which is attached as Appendix 1 is used in conjunction with the anti-bullying policy. The code is displayed in all classrooms and discussed with our pupils regularly.

Our Learning Mentor team are able to facilitate support groups if necessary to support incidents of bullying, working with all children involved. Our Friendship ambassadors do a lot of work around the school and one of their roles is to help us in our anti- bullying campaign. Older pupils understand how to care for younger pupils who are unhappy. These helpers offer support to the younger pupils and report any difficulties to a member of staff who can then intervene.

Please read our Behaviour Management Policy in conjunction with this document.

Appendix 1 – St Andrew's Anti-Bullying Code

Action against bullying

We believe that bullying behaviour is totally unacceptable.

Bullying behaviour can be one or some of these things that happen often:

Hurting Name Calling Being Threatened

Things being hidden, stolen or broken

Sending inappropriate messages on a mobile phone or computer

If you feel that you are being bullied

TELL SOMEONE

You can tell:

- ✓ Your class teacher
- ✓ Mrs Henson
- ✓ Any other member of staff
- ✓ A friend
- ✓ A family member

HELP YOURSELF

- ✓ By ignoring comments
- ✓ Walk away
- ✓ Do not react

BUT ALWAYS TELL

If the bullying persists TELL AGAIN

You can help others by:

- ✓ Always reporting bullying behaviour
- ✓ Do not join in bullying behaviour (Remember those who take sides with a bully are as bad as the bully themselves)

We want St Andrew's School to be bully free.

Everyone has a part to play in this.

STAFF ACTION

If you suspect a child is being bullied, or you have an incident reported to you:

- Talk to the child about it
- Listen
- Offer support
- Do not ignore it
- Enter the incident on an Incident Form
- Tell Mrs Henson

Ensure that the child's class teacher knows (both victim and child exhibiting bullying behaviour).

Make it clear to the child that his/her behaviour is unacceptable but remain calm.

Make it clear to the victim that the school can help, and that they will be supported.

Reassure the child that it is not their fault they are being bullied. Reassure the child that he/she was right to tell. If the child who bullied gets into trouble it is his/her responsibility, and NEVER the fault of the child who complained.

Continue to monitor. Do not assume the bullying has stopped.

Ensure that the incident is recorded and the school stages of sanctions are applied (be careful how this is done. Reacting aggressively or punitively gives the message that it is alright to bully if you have power.).

Continue to monitor the child exhibiting bullying behaviour.