



St. Andrew's C of E Primary School

Anti-Bullying Policy

October 2022

Our Aim is to prevent bullying from happening in our school. If it does happen, we make sure it is stopped as soon as possible and those involved receive the support they need. We provide information to all staff and children about what we should all do to prevent and deal with bullying.

Our School Values, Vision and Ethos are key to the way we work.

School Vision and Values:

"Let Your Light Shine" Matthew 5:16

Believe * Achieve * Shine

Vision Statement:

We create a nurturing, yet ambitious family community underpinned by strong Christian values to support and develop each unique child. Through a rich creative curriculum, children embark upon an inspiring journey of learning to 'let their light shine'. We believe all children can excel at St Andrew's and we strive for every member of our school family to succeed and flourish with us.

At St. Andrew's Primary School, we enable everyone to flourish and "let their light shine" through a whole school ethos built upon our Christian, British and Intrinsic values.

Friendship, Kindness, Dedication, Forgiveness, Honesty, Respect

Liberty, Rule of Law, Democracy, Respect, Tolerance

Friendship, Responsibility, Dedication, Respect, Eco, Community

Code of Conduct:

Choose Kindness

Choose Respect

Do Your Best

Step Up and Take Part

Our School Vision is to create a positive learning environment where everyone is valued, supported and encouraged to **'Let Their Light Shine'** regardless of their ability, age, gender, background or race.

To ensure this happens, our Behaviour Policy, Anti-Bullying Policy and Safeguarding Policy provide a robust framework, so all children, staff and governors understand what behaviour is expected; how to encourage positive behaviour and how to deal with unwanted behaviour.

This policy outlines how we encourage our children to develop a sense of self-worth and respect similarities and differences. Through various teaching and learning opportunities we help our children to develop self-discipline and understand how their actions impact on others. We provide a learning environment that promotes positive behaviour and teaches children to be sensitive towards others, regardless of their situation or experiences.

What is Bullying?

St Andrew's C of E Primary School agrees with the Anti-Bullying Alliance's (ABA) view of bullying.

The ABA states:

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'

This policy recognises bullying of children and staff by pupils, parents or staff. Bullying behaviour can include, but is not limited to:

- **Physical:** pushing, poking, kicking, hitting, biting, pinching, damage to property
- **Verbal:** name calling, sarcasm, spreading rumours, threats, nasty teasing, insults, belittling
- **Emotional, Psychological and Indirect:** isolating others, rumours, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, coercion, exploitation
- **Online and Cyber:** using ICT and the internet via mobile phones and computers for posting on social media, sharing photos, sending nasty text messages, sending messages in online games, social exclusion
- **Sexual:** unwanted physical contact, inappropriate touching, abusive comments, exposure to inappropriate films
- **Homophobic, Biphobic or Transphobic :** – based on sexuality or perceived sexuality, based on gender identify and/or gender stereotyping
- **Racial, Religious or Cultural**
- **Bullying focussed** on SEN, disabilities, appearance, health conditions, home conditions

Prevention of Bullying

At St. Andrew's Primary School we have high expectations of behaviour; teaching children social skills and active promotion of good behaviour are the key elements to ensure bullying does not occur.

We ensure that:

- Our Behaviour Policy is published on our website and this outlines how good behaviour is praised and encouraged so children understand what is expected of them and can learn from good role model.
- There is regular and focused teaching of Personal, Social and Health Education (PSHE) as this is a key factor in ensuring children know how to treat each other well and are able to discuss feelings. We follow the Cambridgeshire Primary Personal Development Programme.
- Children are taught about the appropriate use of the internet and social media through Computing lessons, including what it is and how to deal with cyber bullying. We use the 'Teach Computing' programme and all children from Years 1 to 6 sign a 'Safe Internet Use' form annually.

- Training is given to lunchtime staff on games and activities for children as well as use and implementation of the Behaviour Policy.
- Regular assemblies are delivered to ensure children know what bullying is; what to do if it happens; who to ask for help and reminders about demonstrating responsible behaviour.
- All school staff actively listen to children about behaviour issues and respond with tailored learning, where appropriate, before issues escalate into bullying. Incidents of unwanted behaviour are recorded on Arbor to help identify patterns of behaviour.
- The Anti-Bullying Policy will be reviewed every two years in consultation with the whole school community.
- A team of Well Being and Sports Ambassadors have been recruited and these older children have been trained to lead play activities and games at playtime and lunchtime.

What if Bullying occurs?

St. Andrew's Primary School's Behaviour Policy (available on the school website) outlines how unwanted behaviour should be dealt with. Unwanted behaviour becomes bullying when it is deliberate, repetitive and involves an imbalance of power.

If a child experiences unwanted behaviour they, or someone who witnessed it, should contact an adult on duty or an adult they feel comfortable sharing the information with. This adult will take their concerns seriously and talk to the child concerned then interview additional children who were involved and/or witnessed the behaviour. Children are encouraged to understand they are responsible for preventing bullying by telling adults about incidents they witness. This information is recorded centrally on Arbor.

If a parent/carer becomes aware of unwanted behaviour or bullying relating to a child they are advised to contact the child's class teacher in the first instance. The teacher will follow the steps outlined above to record and deal with the unwanted behaviour.

Consequences are clearly outlined and include keeping a record of behaviour, missing playtimes, informing senior management and talking to parents about personal behaviour plans. In this way, persistent unwanted behaviour is highlighted and consequences and/or teaching opportunities can be targeted.

How we deal with Bullying

When bullying has been identified, all those involved should be interviewed and this is recorded. Plans should be developed to consider:

- Restorative work with those involved; a written record will be made
- Times the pupils are together and how this can be monitored and managed by an adult to prevent future incidents
- PSHE learning needed for the cohort. All parties affected by bullying, starting with the target and including parents where necessary, will have the time and space to talk to a senior member of staff about how the incident or incidents have affected them. The school will then decide whether further support is needed to both prevent recurrences and ensure the well-being of everyone involved.
- When a criminal offence is believed to have been committed, the police will be informed.
- If bullying occurs off the school premises the school still has the power to investigate and discipline children if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. The Executive Headteacher will also consider whether it is appropriate to notify the police. The process outlined above will also be followed with situations that occur off the school premises

Next Review: **Autumn Term 2024**