

St. Andrew's CE (VA) Primary School

Anti-Bullying Policy

Rationale

The children at the school have stated that they do not think that bullying is a problem at St Andrew's. However, bullying is a subjective and highly emotive experience, taking many forms, which makes it difficult to define. We consider bullying to be:

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or a group
- An imbalance of power leaving the victim feeling defenceless

Aims of Policy

- To be proactive in ensuring all children are happy and feel secure in school
- To reduce the frequency of bullying incidents
- To increase the likelihood that incidents are disclosed to responsible adults
- To intervene effectively when bullying happens

The Ethos of the School

The school aims to promote a calm and quiet (caring) atmosphere where children can feel valued. We recognise that every child matters and that their health and well-being can be promoted through play. The children are encouraged to play with equipment during playtimes. Lunchtime clubs are available so that the children are offered a choice of indoor and outdoor activities and the playground is not too overcrowded. Staff are aware that it is during unstructured times such as playtime and lunchtime that children may feel vulnerable. There are always two members of staff on duty so that all the playground areas are well supervised at playtimes.

Link to Behaviour Policy

The Anti-bullying Policy is reviewed alongside the Behaviour Policy and parents are updated via school newsletters. It clearly states the whole school policy in terms of classrooms rules, strict rules of conduct around the school and rewards and sanctions. The children are reminded of the importance of good behaviour during assembly times and by class teachers. Children are allowed to enter the building during playtime and lunchtime if they have asked an adult for a band to wear. This ensures that children are not given access to places which are not supervised by adults. Strict rules together with a structured behaviour policy gives children confidence to play without fear of victimisation.

Each class has a circle time where children are encouraged to discuss issues and raise awareness of problems. It is hoped that any child who is worried about any aspect of school could talk with either a friend or a teacher if they were not confident to talk in a circle time lesson.

The kinds of behaviour that count as bullying

The children have stated that although they do not consider bullying to be a problem at the school, there are occasions when children do not act in a kind and considerate way. There has been much research into what children perceive bullying to be. Bullying generally fits into one of two categories: emotionally or physically harmful behaviour. This includes:

- Conscious desire to hurt, threaten or frighten someone
- Aggressive behaviour towards another person which causes pain
- Actions which deliberately make someone feel isolated and lonely
- Making someone feel different from the others
- Cyber bullying
- Using words deliberately to cause hurt e.g. name calling, taunting, mocking etc.
- Preventing someone from being with their friends
- Taking possessions and refusing to return them
- Spreading hurtful and untruthful rumours

All the actions perceived to be bullying are done deliberately and often over a period of time. The victims of bullying are often too afraid to tell anyone.

Signs that someone is being bullied

There is no foolproof way of knowing that a child is being bullied. Physical injuries are rare and unexplained illness or reluctance to go to school may be caused by other problems. A child may look lonely in the playground or keep apart from others – perhaps they have fallen out with their friends. Adults are often alerted by a distinct change in the pattern of the child's behaviour.

If parents' instincts tell them that something is wrong, they should approach the school. The Headteacher is always available to discuss a child's welfare. If a member of staff is worried about a change in a child's behaviour, they should discuss it with the Class Teacher then the Headteacher. Bullying is an issue which is not always easy to resolve but talking is always the best way forward.

How the school will tackle bullying

If a child approaches a member of staff and says that they feel they are being bullied, the member of staff should always take time to listen. If there is not time to listen immediately, they should always say when they will have time to listen carefully. Staff should listen first and then clarify the main points. Incidents of reported bullying, including reported incidents of racism, are recorded using a standard proforma (see appendix). Children will feel reassured if a note is made of their problem. Staff should not promise to solve the problem but should always offer to investigate. Concerns should then be addressed to the Assistant Head who will decide whether to speak to the victim or the alleged bully. Children should always be given the chance to give their side of the story and be given the opportunity to say that a change for the better can be made. The Assistant Head will then monitor the children's behaviour and review the situation. The Assistant Head will ensure that the Headteacher is fully informed of all incidents of bullying or racism. Parents will be invited into school if the issue is not resolved or if the victim still feels unhappy. The school will always do its best to make a difference for the better.

Peer mediators have been trained and appointed to be the first contact for children who are unhappy in the playground. If peer mediators feel that they cannot handle the situation, they will refer to an adult.

The school council are empowered, during their meetings with the Headteacher, to raise and discuss concerns children may have about bullying and racism in school.

Monitor, review and success criteria

The school will monitor and review the policy to ensure that incidents and systems to reduce bullying are effective. The policy will be reviewed alongside the Behaviour Policy.

Linked policies i.e. child protection, human rights, equal opportunities, behaviour and attendance are reviewed and kept up to date.

Incidences of bullying will be logged.

The children will have an opportunity to suggest ways of improving the school environment so that incidents of bullying remain rare.

Issues concerned with bullying will be items on the Staff meeting agenda at least once a half term.

Children causing concern will be discussed regularly during whole school staff meetings.

St Andrew's will continue to be proud of its record of very low incidents of bullying.

Staff will continue to be vigilant and report any concerns they might have.

Reviewed on (date)

Signed.....(Chair of Committee)

Appendix

St Andrew's CE (VA) Primary School

Bullying Incident Report Form

Name		Class		Date	
Reported by:					
Incident:					
Action:					
Cc:					

St Andrew's CE (VA) Primary School

Racist Incident Report Form

Name		Class		Date	
Reported by:					
Incident:					
Action:					
Cc:					