



ST ANDREW'S C OF E INFANT SCHOOL



ANTI BULLYING POLICY

MISSION STATEMENT

At St Andrew's C of E Infant School we are 'Learning, caring together in Faith.'

The aim of our Anti-Bullying Policy is to ensure that all pupils are able to 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 in our school. All issues of bullying will be addressed to ensure that all pupils are able to fully benefit from the opportunities available at school.

Objectives

1. To ensure that all feel safe and free from bullying and intimidation.
2. To ensure that all children understand what bullying, including cyber bullying is.
3. To build an ethos where learners feel safe and free from threat and intimidation.
4. To promote good relationships where all are treated well and where learners care for each other.
5. To act promptly and effectively at the first sign of bullying.
6. To encourage learners and parents to report any attempted bullying.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To make this a happy school that is free from bullying of any kind including cyber bullying.

Bullying is defined as '**deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves**'.

The four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (social networking, internet or mobile phones)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences/ not wishing to come to school or clinging to adults.

There may be evidence of change in work patterns or signs of lacking concentration. Pupils must be encouraged to report bullying in school. Ideally this will be to an adult present at the time of any offence. If a pupil prefers, this could be a familiar adult-class teacher, teaching assistant or midday supervisor.

It is recognised that incidents of hurtful behaviour may occur which are not repeated over a period of time, but which, never the less, can cause distress to another pupil.

All pupils will be encouraged to tell an adult immediately if anyone says or does something to them that they do not like.

School's teaching and support staff must be alert to the signs of bullying and hurtful behaviour and act promptly and firmly against it in accordance with school policy.

The school actively seeks the support of parents in identifying and being alert to these signs, as it is recognised that many young children prefer to tell their parents rather than a member of staff in school.

Implementation

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incidents will be dealt with immediately by the member of staff who has been approached and recorded on the school CPOM's system.
- A clear account of the incident will be reported to the head teacher/ recorded on CPOM's.
- Where appropriate the head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed.
- Where appropriate parents will be informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Informing parents or guardians to develop a shared supportive role

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Apologising for wrong doing
- Informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Thinking mat
- Behaviour improvement system
- Loss of privileges

Within the curriculum school will raise awareness of the nature of bullying through inclusion in PSHE, promoting our school values, weekly values assemblies, focus days/weeks and curriculum work, in an attempt to eradicate such behaviour.

Outcomes

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

Monitoring, evaluation and review

The school will review this policy in September 2022 and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Links to: Behaviour Policy and Safeguarding and Child Protection Policy.