



## Anti-Bullying Policy



### 1. Introduction

- 1.1 This policy outlines the school's views on bullying in line with the school's Behaviour Policy.
- 1.2 St. Andrew's Primary School offers a caring, sharing environment where all children are valued. The development of maturity and self-esteem are paramount to providing the best learning environment.
- 1.3 Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and bring these to the attention of staff, parents and pupils.
- 1.4 This document has been informed by:
  - Durham County Council Anti-Bullying Policy and Guidelines.
  - St. Andrew's Primary School's Brochure
  - Every Child Matters 2003
  - The Disability Discrimination Act (2002)
  - DDA (DRA 1999)

### 2 Aims

- 2.1 St Andrew's Primary School is a learning community where all children are encouraged to see themselves as learners and participate in their own learning, within and beyond the school.
- 2.2 Our Behaviour Policy outlines in clear and straight forward terms our whole school approach to encourage all pupils to demonstrate positive emotional behaviour, conduct behaviour and learning behaviour whilst at school and in the wider community.
- 2.3 Positive action is taken to prevent bullying within Social and Emotional Aspects of Learning, Personal Social and Health Education and citizenship lessons and through cross curricular learning opportunities.
- 2.4 Pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.
- 2.5 If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

### 3 Definition

- 3.1 All involved in the school have agreed the definition of 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 main types of bullying are:
  - physical (hitting, kicking, theft)
  - emotional (being unfriendly, tormenting, excluding)
  - Discrimination and stereotyping relating to SEN and disability

- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact or abusive comments)
- Homophobic (focussing on sexuality)
- Verbal (name calling, sarcasm, spreading rumours)
- Cyber (using gaming communications, text messages, social media)

**3.2** Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils are encouraged to report bullying in schools.

**3.3** All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **4 Scope**

**4.1** This policy applies to all adults and children within school.

**4.2** This policy document applies to all aspects of school life.

## **5 Entitlement**

**5.1** Everyone at St. Andrew's Primary School has the right;

- To work and play in a safe and secure environment, free from aggression and abuse.
- To express their attitudes and feelings constructively and have these respected by others.
- To have an uninterrupted education.
- To have personal property respected.

**5.2** Everyone at St. Andrew's Primary School has the responsibility;

- To behave acceptably in all situations.
- To accept the consequences of their actions.
- To understand their responsibilities in the learning process.
- To be polite and co-operative with everyone respecting their rights and feelings.
- To respect public property and other children's personal property.

## **6 Expectations**

**6.1** Pupils who have been bullied are supported by;

- The opportunity to discuss the experience with a member of staff of their choice
- Reassurance
- Support to restore self-esteem and confidence

**6.2** Pupils who are bullying will be helped by;

- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing
- Informing parents or guardians to help change the attitude of the pupil
- Incidents will follow the responses to the 'Procedures for dealing with allegations of bullying' flow chart and may result in an Individual Behaviour Plan or risk assessment being completed.

- 6.3** Staff are expected to adhere to the following procedures;
- If bullying is suspected or reported to an adult, the incident will be dealt with immediately or at an agreed time.
  - A clear account of the incident will be recorded on CPOMS with pupils or parents and a notification will be automatically sent to the head teacher.
  - Class teachers and parents will be informed.
  - Sanctions will be used as appropriate in consultation with all parties following the flow chart of procedures.
- 6.4** Parents are expected to:
- Help their children behave properly.
  - Work co-operatively with teacher and child in assisting the child's learning and in building positive attitudes towards learning and school.
  - Instil in their children a respect for others, and others property, and to help develop a positive feeling about themselves.
  - Talk in confidence to the child's teacher or the Headteacher.

**6.5** Bullying will **not be tolerated**.

## **7 Procedures for reporting and responding to bullying**

**7.1** See Appendix 1: Procedures for dealing with allegations of bullying for details and stages of responses

## **8 Strategies for the prevention and reduction of bullying**

**8.1** The school council meet on a monthly basis to raise and discuss any concerns regarding bullying in confidence with the Headteacher. Staff meet weekly to discuss any concerns around children within school. The school promotes anti-bullying across the school through a series of events, activities and assemblies spread throughout the year. The school operates an open-door policy for parents where they may raise any concerns at any time.

**8.2** Playground equipment is available to encourage suitable playtime activities.

**8.3** Social and Emotional Aspects of Learning, Personal Social and Health Education and citizenship is taught and assessed across the curriculum to promote positive friendships.

## **9 Review**

**9.1** The policy will be reviewed annually by staff and the school council before being passed on to the Governors.

**9.2** Incidents of bullying and the frequency will also be included in the review.

**9.3** The annual stake holders' surveys will continue to be used to provide data to monitor the effectiveness of this policy.

Adopted Sept 2020

Signed *N James* (Head Teacher)

Signed *J. Waine* (Chair of Governors)

Review date Sept 2021

## **Appendix 1. Procedures for dealing with allegations of bullying**

