

St. Andrew's C of E VC Lower School

Anti-bullying Policy

At St Andrew's Lower School we aim for every child to enjoy school and feel safe in a secure and friendly learning environment. We follow a programme of Values Education that reflects our ethos on how we should treat each other. We are fully committed to the Every Child Matters agenda. Bullying will not be tolerated here.

We aim to use the term bullying correctly, and reinforce the appropriate definition in our conversations with colleagues, pupils and parents.

Bullying is continually repeated deliberate hurtful behaviour carried out by an individual or group, to another individual or group, that makes that individual or group miserable or afraid. The behaviour may be:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding from groups and games)

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 or a lacking in concentration

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, SEAL work, circle times, assemblies, displays (i.e. posters), subject areas and through classroom rules, rewards and consequences. Class teachers will talk to children about the importance of telling someone who can help and which people it would be appropriate to tell.

When bullying is reported, by pupil or parent or governor or member of staff, it will always be taken seriously and investigated thoroughly.

Once the facts have been established the following actions will be carried out:

- Every effort will be made to ensure that the receiver feels safe at school.
- Support for the receiver will be put in place where appropriate that enables the receiver to both report incidents and begin to be able to handle incidents.*
- Support will be given to the instigator where appropriate that will enable them to work towards a new attitude.*
- All appropriate staff will be made aware of the situation.
- The situation will be monitored on a daily basis for at least two weeks, with a record of positive and negative occurrences being kept.
- Parents of both parties will be informed and involved throughout.
- The situation will be reviewed at the end of the two-week period.
- If the situation has resolved itself at this point, the class teacher will informally check on the situation from time to time.
- If the situation has not resolved itself at this point, further steps will have to be considered, ranging from simple sanctions, removal of break-times and other desirable activities, to lunch-time exclusions. Advice from the SENCO and outside agencies such as Jigsaw may be sought at this stage. The PSHE coordinator may also be involved in the school's action as a mediator.

- Records will be monitored to identify any perpetual receivers, instigators or bystanders.

* Examples of support, that must be given to all parties, include:

- Protective behaviours.
- Co-operative group work on different points of view, tolerance, trust, integration into peer group.
- Circle time work on relationships and communication.
- Circles of friends to promote acceptance and inclusion.
- Befriending schemes to support emotional and social problems.

Approved: September 2016

To be reviewed: **September 2019**