



ST. ANDREW'S CE PRIMARY SCHOOL ANTI-BULLYING POLICY

Our Vision

At St Andrew's CE Primary School, we aim to bring children to a place where they can realise their full potential.

Our Christian values are the foundation of all we do and each one is a facet of the central value, love, which 'always protects, always trusts, always hopes, always perseveres.' (1Corinthians 13:7)

Protect, Trust, Hope and Persevere

Article 2 (non-discrimination)

The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Article 29 (goals of education)

Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 13 (freedom of expression)

Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

Article 14 (freedom of thought, belief and religion)

Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights and responsibilities of parents to guide their child as they grow up.

Article 23 (children with a disability)

A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.

Objectives of this Policy

St. Andrew's CE Primary School Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying. This policy has been drawn up through the involvement of the whole school community.

1) Our school community:

- Discusses, monitors and reviews our anti-bullying policy on an annual basis
- The school has an anti-bullying action plan that is regularly reviewed and updated
- Appoints teachers as anti-bullying leads in EYFS, KS1 and KS2 and has a senior leader to coordinate our whole school approach to anti-bullying
- Has a group of pupils who apply and then are appointed by their peers to be anti-bullying ambassadors
- A school governor works with the anti-bullying to monitor and support
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively meaning pupils feel safe to learn because pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate
- Pupils are supported to be actively involved in anti-bullying initiatives (e.g. including awareness raising, peer support)

2) Definition of bullying

Bullying is defined as:

‘The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online’ (as defined by the Anti-Bullying Alliance)

Bullying includes: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying is understood by all as a barrier to learning, a potential safeguarding issue and a wellbeing issue.

3) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

4) Identifying and responding to bullying

We:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Staff log any incident or report of bullying on a staff shared file which is checked regularly and monitored by the leadership team
- Actively create “safe spaces” for vulnerable children and young people

5) Involvement of pupils

We:

- Ensure the anti-bullying ambassadors meet regularly to share any concerns and take actions when necessary
- Support the anti-bullying ambassadors to organise activities for anti-bullying week each year
- Regularly canvass children and young people’s views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

6) Liaison with parents and carers

We:

- Ensure that parents / carers know whom to contact if they are worried about bullying

- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents / carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

7) Links with other school policies

This Policy links with a number of other school policies including:

- Complaints policy
- Behaviour Policy
- Confidentiality Policy

8) Monitoring and Review

We will review the Anti-bullying Policy annually as well as if incidents occur that suggest the need for review. This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Our school is anti-discrimination, as defined by the Equality Act 2010

We are committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, young carers, looked after children, appearance targeted, sexist and sexual bullying.

Signed: **Governors**

Signed:

Date: **May 2024**

Review date: **May 2025**