

Love Learning. Aim High. Trust God



Hertford St Andrew C of E Primary School

Anti-Bullying Policy

Approved by:
DATE: May 2023
Next review by: May 2024

“Let your light shine”

Matthew 5:16

The foundation for this policy

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

(Preventing and tackling bullying- DFE 2017)

Hertford St Andrew Primary School vision:

Love Learning – be life-long learners who embrace all opportunities to grow in mind, body and spirit.

Aim High – be your best, keep trying, never give up and be true to our values.

Trust God – be safe in knowing that God is a trusted, non-judgemental friend who is always there for us.

Rationale:

At Hertford St Andrew Primary School it is our aim for every child to become an independent learner who takes pleasure in the pursuit of knowledge and to offer a school life that incorporates the values of the Christian faith. We believe that in order to fulfil their potential, whether academic, social, physical, moral or spiritual, children have to feel safe. Through our teaching, children are helped to understand our core Christian values of love, trust, forgiveness, courage and resilience). We aim to help the children to develop their self-confidence through an ability to self-regulate and to interact with others in a variety of situations. Within this environment bullying is not only totally unacceptable, but it will be unable to thrive.

At Hertford St Andrew, we take bullying seriously. Pupils, parents and carers should understand that reporting bullying is essential, and be assured that the school will support them fully whenever bullying is reported. It is the responsibility of all members of the school community to implement the Anti-Bullying Policy.

Policy Objectives

- To build and maintain an anti-bullying ethos in the school.
- To ensure all staff, pupils, parents and carers have a clear understanding of what bullying behaviour is.
- To ensure all governors and staff know and understand the school policy on bullying and follow it when bullying is suspected or reported.
- To ensure that all pupils, parents and carers know the school policy on bullying and feel confident to activate the anti-bullying systems.
- To challenge attitudes about bullying behaviour.
- To increase understanding, nurture and support for pupils who are bullied.

We believe that it is the right of every child, regardless of their gender, ethnicity, physical ability, linguistic, cultural or home background, to have access to high quality learning experiences in a safe, secure and supportive environment. We recognise that certain groups and individuals may be discriminated against or may be vulnerable and we are strongly committed to removing and challenging discrimination and stereotyping in all aspects of the school and its work.

Where appropriate please see also the [Online Safety](#) and [equality policies](#)

What is bullying?

While there is no single definition of bullying, the DFE identifies three characteristics that are included in most definitions:

- The behaviour is intended to cause distress
- The behaviour is repeated or continuous
- There is an imbalance of power between the perpetrator/s and the target/s

Bullying is defined by the DCSF as: "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

(Preventing and tackling bullying- DFE 2017)

A child-friendly definition has been developed by the Anti-Bullying Alliance:

"People doing nasty or unkind things to you on purpose, more than once, which it is difficult to stop."

It should be noted that racist incidents are required to be defined by all schools as "any incident which is perceived to be racist by the victim or any other person." Some of this will constitute racist bullying but not all.

The school avoids labelling pupils as either victims or bullies. It is important that pupils who have been the targets of hurtful or bullying behaviours are able to see that this experience will end and that it is not the result of something about themselves that has attracted or deserved such treatment by others. Similarly children who have engaged in hurtful or bullying behaviour will be expected to resolve the matter and change their behaviour. It should be remembered that there is no typical "bully". Many children may use hurtful behaviours from time to time. Not all hurtful behaviour is bullying, but all hurtful behaviour is unacceptable in school.

Bullying can include:

- Verbal unkindness such as verbal name-calling, sarcasm, spreading rumours, teasing, mimicking, putting people down, saying horrid things about family, clothes or appearance, name-calling, purposely excluding, anonymous notes and texts, blackmail, and deliberately embarrassing or humiliating others, posting nasty remarks on the internet.
- Physically hurtful behavior such as pushing, kicking, hitting, punching or any use of violence
- Racist taunts, nicknames, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic due to the focus on one's sexuality
- Psychological bullying such as threats, intimidation and looks to make another child feel uncomfortable or fearful
- Cyber bullying such as email and internet chat-room misuse; mobile threats by text messaging & calls; misuse of associated technology e.g. camera & video facilities

On occasion children may fall out with their friends and engage in hurtful behaviour. Children may retaliate against the hurtful behaviours of others. Such experiences can be extremely distressing to the individuals involved but is not considered to be bullying.

Preventing Bullying

While we acknowledge that bullying cannot be completely eradicated, as a school, we are wholly committed to taking measures to minimise its presence and impact on our pupils. The following strategy gives details of how we hope to achieve this.

Hertford St Andrew Primary School has an effective pastoral system which takes all allegations of bullying seriously, investigates them and acts upon the findings according to the guidelines in this and the associated Positive Behaviour Policy. This will always involve discussions with all pupils involved and, if deemed appropriate, their parents.

At all times, children's concerns are our concerns. Pupils are encouraged to express their concerns about themselves and others and to seek help and support whenever they need it. However, we recognise that children can sometimes be reluctant to seek help, so pupils can report their concerns anonymously by using a "worry box" (located in the KS1 and KS2 corridors). This box is checked on a daily basis by a staff member and if the need arises individual support for the pupil is offered to help them overcome their worry.

The Jigsaw PSHE and Citizenship curriculum address issues such as bullying, conflict and its resolution and peer pressure as do other subject areas. Pupils discuss both the impact of such behaviour on others and also look at effective ways of dealing with the situations they may experience. Pupils will also be made aware of anti-bullying strategies through assemblies, Anti-bullying Week, and through the School Council (pupil voice).

Collective worship and other assemblies are used regularly to reinforce anti-bullying messages and to raise issues concerning bullying.

The Online Safety Policy includes specific measures to tackle cyber bullying through the misuse of digital media, such as images of pupils, both in and out of school.

The staff's observation of the behaviour of pupils in their care is often the first indicator of bullying. Guidance is given to pupils who display behaviour which raises concern.

Expectations and Responsibilities

School Staff

- All incidents of alleged bullying **MUST** be reported to the Headteacher or, where appropriate, investigated immediately by a staff member who witnessed the incident.
- The incidents and investigation should be recorded on CPOMS and SLT should be notified.

All staff will be expected to:

- Promote an environment that is constructive and safe for all children through their own teaching practice and actions.
- Teach children what constitutes bullying and what to do about it.
- Encourage children to understand that it is, "OK to tell" and that it is not acceptable to be a bystander who does nothing.
- Help children to develop the skills to be assertive in resisting bullying.
- Follow the procedures set out in this policy when they are dealing with bullying.

- Work in co-operation with colleagues, children, parents/carers, staff from other organisations in the local community and the school's governing body to combat bullying.

Head Teacher

The Headteacher will be expected to:

- Promote a whole school rights respecting ethos and environment that is constructive and safe for all members of the school community.
- Ensure that anti-bullying initiatives are regularly featured in the JIGSAW and PSHE programmes, as well as in assemblies and newsletters.
- Ensure that reports of bullying are logged and investigated in accordance with the procedures outlined in this policy.
- Include details about the incidence of reported bullying within the termly Head's Report to the Governing Body.

Governors

Governors can expect to be kept up-to-date on the progress of the school's anti-bullying work via the termly Headteacher's report to the Governing Body

Governors will be expected to:

- appoint a named governor for Behaviour for Learning (including Behaviour & Anti-bullying) to support and challenge the school on the effectiveness of its anti-bullying work.
- ensure that the school's Anti-bullying Policy reflects best practice in the prevention of and response to bullying; that this policy is operated by all staff and is kept under review.
- give feedback on the monitoring and evaluation of the Anti-bullying Policy and practices in the school.
- publicly support the school's anti-bullying message.

Children

All children will be involved in the review of the Anti-bullying Policy through assemblies, class Jigsaw PSHE lessons, circle time and meetings of the School Council (pupil voice) groups.

Advice to children;

- Say 'please stop, I don't like it'
- Walk away and report the behaviour that they do not like
- Tell an adult at school
- If you cannot tell someone at school tell your parents who will then tell us
- If you know someone is being bullied tell an adult
- No one deserves to be bullied

Parents and Carers

- Parents are urged to ensure that all bullying and racist incidents are reported in school. We respond to the concerns of all parents and will always take their concerns seriously. The school can only respond to incidents that are drawn to their attention.
- Parents are urged not to approach other parents or children directly about problems arising in school. The school is the best place to investigate, resolve and support.
- Parents are expected to display appropriate and acceptable behaviour when in school and to ensure that their children display appropriate and acceptable behaviour with their school peers in and out of school.
- When problems arise in school we will seek the support of all parents in ensuring their children understand where and why offence has been caused and what, if any, change might be necessary to adhere to the school's Anti-bullying and Equality Policies.
- Parents are encouraged not to keep their children away from school if they think they are being bullied. Parents should bring their child into school so that they can be supported in overcoming the difficulties.
- Parents are encouraged to watch out for the signs of bullying – unwillingness to attend school and/or illnesses for example and report their concerns to the school immediately.

Please allow the school time to investigate the problem. What has taken weeks to develop cannot be resolved in one day.

Procedures to be taken by the school following disclosures of bullying

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service, or support through the Children and Young People's Mental Health Service (CYPMHS).

Pupils who have perpetrated bullying will be supported by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.

- If online, requesting that content be removed and reporting accounts/content to service provider.
- Protective consequences, in line with school positive behaviour policy
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Children Social Work Service, or the Children and Young People's Mental Health Service (CYPMHS).
- Inform the Headteacher and record the incident on CPOMS.

Parents and carers of all parties should be informed and invited to discuss the matter with a senior member of staff. Persistent bullying may result in exclusion from school.

Monitoring arrangements

Any incidents of bullying will be discussed at Senior Leadership meetings and concerns regarding bullying can be raised by staff members at weekly staff meetings where safeguarding will always be a standing item on the agenda.

Regular meetings take place with the Teaching Assistants. Any incidents will be brought to their attention, for special vigilance during the lunchtime. The Deputy Headteacher or SENDCO will lead these meetings.

The overall effectiveness of the Anti-bullying policy will be reviewed at least once per year through the Values and Wellbeing Committee and amendments made after consultation with all members of staff.

This Policy reflects the need to protect children from bullying. However, it also recognises that this Policy can be applied to all staff and the wider community within Hertford St Andrew School.

At the discretion of the Head (or Deputy Head in their absence), where there are concerns that a child may be suffering significant harm as a result of bullying at school, Child Protection (MASH) or the Attendance Improvement Officer may be contacted.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying_and_send - module final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrtc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
 - A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

www.gov.uk/government/publications/preventing-and-tackling-bullying