



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

ANDREWS LANE PRIMARY ANTI-BULLYING POLICY

"Andrews Lane is a rights respecting school and we want everyone to be happy and safe at our school. Everyone is welcome and whatever class you join they will make sure you feel you are an important part of the school"

Pupils of the RRSA Golden Group

Children's rights relating to the Andrews Lane Anti-Bullying Policy:

Article 14: Children have the right to think and believe what they want, and to practice their religion, as long as they are not stopping other people from enjoying their rights.

Article 19: Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents, or anyone else who looks after them.

Article 28: All children and young people have a right to primary education, which should be free. Discipline in schools should respect children's human dignity. Young people should be encouraged to reach the highest level of education they are capable of.

Article 29: Education should develop each child's personality to the full. It should encourage children to respect their parents, and their own and other cultures.

Article 30: Children have a right to learn and use the language and customs of their families, whether these are shared by the majority of people in the country or not.

AIMS OF POLICY

Andrews Lane Primary School aims to ensure that all members of the school community feel welcome, safe and happy and so are able to learn and make progress. Bullying of any kind prevents this from happening. As a school, 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.



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

POLICY OBJECTIVES

- To build and maintain an anti-bullying ethos in the school.
- To ensure all staff, pupils and 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 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 therefore strongly committed to positive action to remove and challenge discrimination and stereotyping in all aspects of the school and its work.

Where appropriate please see also the [e-safety](#) and our [equality statement](#)

WHAT IS BULLYING ?

The following 3 dimensions collectively help us to define bullying behaviour:

- 1) **Bullying is intentionally hurtful**- It is deliberate, unjustifiable and unprovoked use of aggressive behaviour. It includes actions that can cause physical, emotional or mental hurt to the victim and actions that violate another person's rights.
- 2) **Bullying is a repeated experience**-Being bullied is the experience of persistent or repeated anti-social behaviour. However, very rarely there could be single incidents which constitute bullying because of the fear and intimidation that projects beyond that initial incident or because of the number of people who have become involved (e.g. cyberbullying)
- 3) **Bullying also involves an inequality of power**-The person/s being bullied find it difficult to reject or deal with the offending behaviour, or those involved in the bullying behaviour have power over the victim. Some power imbalances can be subtle or build up over time, but more common examples include that they are bigger/stronger/older, have more friends, are more established in the school or care less about the consequences of their actions. Bullying behaviour can involve individuals or groups.



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

The school avoids at all times 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. The following are examples of hurtful behaviour which may not be bullying:

- Children may fall out with their friends and engage in hurtful behaviour. Such experiences can be extremely distressing to the individuals involved.
- Children may retaliate against the hurtful behaviours of others

Examples of hurtful behaviour that can contribute to Bullying 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.
- Physical hurtful behaviour such as pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, nicknames, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on, the issue of sexuality
- Psychological bullying such as threats, intimidation and looks to make another child feel uncomfortable or fearful
- Cyber all areas of internet, such as email and internet chat-room misuse; mobile threats by text messaging & calls; misuse of associated technology e.g. camera & video facilities

POLICY OBJECTIVES

- To build and maintain an anti-bullying ethos in the school.
- To ensure all staff, pupils and 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 for pupils who are bullied.

We believe that it is the right of every child, regardless of their gender, ethnicity, religious, physical ability, linguistic, cultural or home background, to have access to high quality learning experiences in a safe, secure and supportive environment.



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

We recognise that certain groups and individuals may be discriminated against or may be vulnerable and we are therefore strongly committed to positive action to remove and challenge discrimination and stereotyping in all aspects of the school and its work.

Where appropriate please see also the [on line safety](#) and [equality policy](#).

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.

Andrews Lane 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 behaviour policy. This will always involve discussion 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 worries about themselves and others and to seek help and support whenever they need it. Our Family Liaison Officer, Mrs Kanuni who is based in school will assist any child who is in need of comfort and reassurance.

The PSHE curriculum and provision 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 and friendship weeks, and through P.A.L.S. group (pupil voice).

Assemblies are used regularly to reinforce anti-bullying messages and to raise issues concerning bullying within the context of a Rights Respecting School.

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.



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

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 investigation should be recorded on Form 1 Initial Investigation (attached) into allegation of bullying. The form should be completed and returned to the headteacher.

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 PSHE programme, 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 written 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 PSHE (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.



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

- 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 PSHE lessons, circle time and meetings of the PALS (pupil voice) groups.

Advice to children;

- Say 'please stop, I don't like it'
- Walk away and try to ignore the bully
- 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, illnesses etc 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.



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

Procedures to be taken by the school following disclosures of bullying

- Stay calm and calm the victim.
- Find somewhere quiet to talk.
- Talk with the 'victim' about their feelings. It is important to listen carefully and take what is said seriously and to reassure the 'victim'.
- Talk to the perpetrator/s about their actions and the feelings of the 'victim'.
- Talk with others involved. This will include bystanders/colluders who joined in but did not initiate any bullying.
- Explain the problem to the children involved, talking about the way the victim feels and drawing attention to the distress caused. Details should not be given or blame allocated.
- The group should be helped to understand that they are responsible and can do something about it.
- Ask each member of the group to suggest a way in which the victim could be helped to feel happier.
- Ask all members of the group to take responsibility and arrange to see them later to find out how things are going.
- Talk to all members of the group including the victim, at least one week later.
- Inform the headteacher and record the incident on the appropriate form

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

Regular meetings take place with the Mid-Day Supervisors and Learning Support Assistants. Any incidents will be brought to their attention, for special vigilance during the lunchtime. A senior member of the teaching staff will lead these meetings.

Senior Leadership meetings – any incidents of bullying should be reported to Senior Leadership meetings. The overall effectiveness of the Anti-bullying policy will be reviewed at least once per year and amendments made after consultation with all members of staff.

Monday Briefing /Staff Meetings – concerns regarding bullying will be raised by any staff members through safeguarding agenda of weekly staff meetings.

Reviewed: Autumn 2020

Next Review Date: Autumn 2021



ANDREWS LANE PRIMARY AND NURSERY SCHOOL

Form 1

Initial investigation into hurtful incident or allegation of bullying

Completed by name and role:

Date:

Name and role of individual/s making the allegation e.g. pupil, parent/carers, midday supervisory assistant:

Form of referral e.g. verbal report, letter, e-mail, phone call:

Details gathered to date:

Action taken to date:

Date:

Signed: