

**ST ANDREW'S CE  
PRIMARY & NURSERY SCHOOL  
Union Road, Rochdale**

# **ANTI-BULLYING POLICY**



**St. Andrew's**  
C.E. Primary School

**2019**

## **Mission statement and aims**

At St. Andrew's we provide a caring, safe and stimulating environment in a Church of England Christian setting. We create an atmosphere of mutual respect and co-operation between governors, staff, children, their families and the wider community. This enables all members of the school to acquire the knowledge and skills needed to grow in understanding and to achieve their full potential in an ever changing world.

### **Our pupils will:**

- be motivated to reach challenging targets across the curriculum, questioning and embracing our evolving world
- understand how to develop and engage as independent learners or collaboratively as part of a team
- be able to make informed choices to develop and maintain a healthy body, mind and spirit
- be confident and proud to achieve
- be respectful and responsible individuals who make positive contributions to the world around them

### **We will provide:**

- a rich and varied curriculum which is relevant and inspiring to all our pupils in a Christian setting
- inspirational teaching which incorporates creative activities and investigative/problem solving approaches to learning
- an enriching programme of visits, visitors and extra-curricular activities
- engaging learning environments which are well resourced, interactive and provide access to technologies
- a success culture based upon support, praise, encouragement and challenge to reach high personal standards
- an ethos of respect and responsibility to others and the environment
- an effective partnership between school, home, church and community

We work hard to make sure that our children are happy, well supported and play their part in school life.

It is a legal requirement, under Section 89 of the Schools and Inspections Act 2006, that all maintained schools must have in place measures to prevent all forms of bullying among pupils, and that these should be part of the school's Behaviour and Anti-Bullying policies. The Department for Education guidance for schools entitled Don't Suffer in Silence and Bullying – A Charter for Action, has been followed by Preventing and Tackling Bullying – Advice for school leaders, staff and governing bodies (2011). This policy reflects this guidance and the principles enshrined therein.

DFE guidance defines bullying as: *“behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally”*. The guidance goes on to say that, *“Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities”*.

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. Teachers record using our 'orange form' system and CPOMS, all incidents that happen in their class, and any that they are aware of in or out of school. If teachers witness an act of bullying, they will investigate and always refer it immediately to the Key Stage Leader, Deputy Head Teacher and Head Teacher. All incidents are recorded on an orange form. Staff do all they can to support the child who is being bullied and the person or people who are inflicting the bullying are supported through the behaviour policy. If a child is being

bullied the child's parents or carers are informed and it is discuss how the matter is being resolved. When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This will involve a full investigation of the situation, and may then involve informal counselling and support for the victim.

Any concerns or incidents are shared at Key Stage meetings and staff briefings so all staff are informed, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management. Teachers and other members of staff are particularly aware of the recent increasing opportunities for 'cyber bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobiles phones or the Internet, and to educate pupils about the proper use of modern technologies. E safety is constantly taught in every classroom and is taught through the curriculum. Planned workshops and visitors also help to inform children and information is shared through the Newsletter and workshop to inform parents.

Homophobic, biphobic and transphobic (HBT) bullying is when people behave or speak in a way which makes someone feel bullied because they identify as lesbian, gay, bisexual, transgender or someone who is questioning their sexual orientation or gender identity (LGTBIQ). People may be a target of this type of bullying because of their appearance, behaviour, and other physical traits or because they have friends or family who are gay, lesbian, bisexual, or transgender or just because they are seen as being different. Like all forms of bullying, HBT bullying can be through name calling, spreading rumours, physical or sexual, and emotional abuse. Children prosper academically and developmentally in classrooms where they feel welcome and safe. Under the Equality Act we are required, as a school, to actively tackle homophobia and protect those who might experience it. We actively engage with the children to provide a safe and open environment where they feel able to report any bullying incidents.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect. They use drama, role-play, stories, circle time etc., within the curriculum, to help pupils understand and empathise with the feelings of bullied children. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy, on request. All children know that bullying is wrong, and that it is unacceptable behaviour in this school.