

Anti-bullying Policy

This policy applies to all pupils at the school, including boarders and those in the EYFS. It has regard to

DfE Guidance 2011 'Safe to learn: Embedding anti-bullying work in schools'
Education and Inspections Act 2006
Equality Act 2010, Independent School Standard Regulations 2010
DfE Preventing and Tackling Bullying 2014
Keeping Children Safe in Education 2016
St Andrew's Policies (Acceptable Use, Rewards and Sanctions, Mobile Devices Policies)

Definitions of bullying

Bullying is something that is repeated over time and intentionally hurts another pupil or group physically or emotionally and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, family make-up, special educational needs and disability, or because a child is adopted or is a carer. Unkind comments can be a form of bullying, a threatening look can also be sufficient to intimidate. Exclusion from friendship groups is a very common form of bullying resulting in children feeling rejected and isolated. Bullying may occur directly or through cyber-technology (social websites, mobile 'phones, text messages, photographs, social networking / games sites and email). Note cyber bullying that occurs outside school will also be tackled by the school if it affects pupils at the school. (Education and Inspections Act 2006)

Seriousness of bullying

Physical, psychological and emotional bullying can lead to psychological damage and even suicide. Bullying can in certain circumstances lead to criminal action (although not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour). St Andrew's takes bullying very seriously.

What to do if you are being bullied

- Keep a note or a diary of what is happening
- Don't give up
- Talk over what to do with someone you trust:
 - someone in your family
 - a friend
 - a member of staff
 - the independent listener
- Leave an anonymous note in one of the worry boxes
- Phone Childline [0800 1111] or The Line [0800 884444]
- Children's Commissioner on 0800 528 0731 or email advice.team@childrenscommissioner.gsi.gov.uk
- Ask your parents to talk to the school

What to do if you know someone is being bullied

Tell someone you trust:

- someone in your family
- a friend
- a member of staff
- the independent listener
- Leave an anonymous note in one of the worry boxes
- Ask your parents to talk to the school

What school staff will do if you are being bullied

Often it is sufficient to explain carefully to those acting unkindly just what they have been doing and the effect it has had. In most cases those who bully are unaware of the effect their bullying or bullying behaviour has. When they become aware they are often eager to put it right!

However staff will always:

- Take an account from the victim and alleged bully
- Ask other children for their account, verbal and/or written where appropriate
- Report to the appropriate Head of Department who will liaise with the Deputy Head Pastoral
- Record all incidents of unkind behaviour or bullying on the portal and inform parents
- Issue sanctions to the bully (see Sanctions below)
- Use restorative practice (bring the children together) where appropriate. Follow up meetings should be held with the victim and the offender to offer support
- School staff should seek advice from their line manager if they are unsure as to how to proceed
- Identify any bullying patterns
- Evaluate the effectiveness of the outcomes of the school's approach

A bullying log is kept by the Deputy Head Pastoral, who updates the log, in consultation with the Welfare Management Team, on a regular basis. Incidents of bullying reported on the school portal are flagged accordingly and are added to the bullying log.

Staff training

Annual staff training (organised by the Deputy Head Pastoral) ensures that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems, and sources of support are available. All new teaching staff are trained in anti-bullying as part of their induction. The school takes heed of areas of the school where pupils say they feel vulnerable and deploy duty staff as appropriate. Specialist training is undertaken to support particular groups in the school, as appropriate, such as LGBT or SEND.

In staff meetings and pastoral meetings information regarding relationships between pupils which may lead to conflict is shared and strategies to prevent any future problems are implemented.

Education

Good behaviour and a friendly atmosphere are promoted through the understanding of the school's shared values which staff discuss with children each year and are displayed around the school. Children are educated about bullying through Personal, Social and Health Education (PSHE), chapel services, tutor times, assemblies,

projects, drama, stories, literature, with discussion of differences between people and the importance of avoiding prejudice-based language.

The School Council are proactively involved in discussing the anti-bullying policy and amendments are made where suitable. The annual Anti Bullying Week is also used to highlight bullying concerns. Children are also made aware of the school Rewards and Sanctions Policy which outlines behavioural expectations and discipline procedures.

Sanctions

Disciplinary sanctions reflect the seriousness of an incident of bullying and convey a deterrent effect (strong sanctions such as suspension or expulsion may be necessary in cases of severe and persistent bullying). Sanctions will be issued fairly, consistently and taking into account any special circumstances which may heighten the vulnerability of any pupil. The motivations behind any bullying behaviour should also be considered to see if it reveals any other concerns. It should be noted that both the bully and the victim may need support from the school.

Communication

All new parents are given a copy of this policy as well as other associated policies. Parents will be involved at the earliest stage should a pattern of bullying behaviour emerge. Parents are proactively asked for their comments on the policy and any resulting comments are considered and the policy amended as appropriate. Any changes to School policies are communicated via the bulletin updates and on the school website.

Parents

The school asks parents to make sure their children are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.

St. Andrews are committed to providing a caring, friendly and safe environment for all so they can work and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, we should be able to report it to someone and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff.

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Signatories:	Headmaster:  Governors: 

Useful resources

Lesbian Gay Bisexual Transsexual (LGBT)

Schools Out Practical advice / resources and training for schools in LGBT equality

Stonewall An LGBT equality organisation with much expertise in schools including specialist training for teachers.

http://www.stonewall.org.uk/at_school/education_for_all/

Special educational needs and disabilities Mencap Represents those with learning disabilities. Advice and information for those who work with young people with learning disabilities.

Changing Faces Provide online resources and training to schools on bullying because of physical difference.

Racism

Show Racism the Red Card Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick it Out Uses the appeal of football to educate young people about racism and provide education packs for schools.

Anne Frank Trust Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

Other

DfE Resources including 'Make them go away' (SEND DVD) and 'Let's fight it together' (Cyberbullying DVD)

Beatbullying Prevention charity promoting child protection. Advice for young people and professionals. Specialist training also available. This group have developed CYBERMENTORS to support young people affected in this area.

Kidscape Prevention charity promoting child protection. Advice for young people and professionals. Specialist training also available

Childnet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves

Think U Know Resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen: Provides online safety information for educators, parents, carers and young people

Children's Commissioner on 0800 528 0731 or email advice.team@childrenscommissioner.gsi.gov.uk