Andrews' Endowed CE Primary School: Anti-Bullying Summary

"Nurturing each child, valuing their uniqueness."

1. What is Bullying?

We use the **"STOP"** rule to identify bullying: **S**everal **T**imes **O**n **P**urpose.

- **It is:** Repetitive, intentional hurting where one person has more power than the other.
- **It is not:** A one-off argument, falling out with friends, or an occasional joke.

- **Types:** Emotional, Physical, Verbal, Online (Cyber), and Prejudice-based (e.g., Racist or Homophobic).

2. How to Report It (The "Tell" Phase)

If you are being bullied or see someone else being bullied, **TELL SOMEONE.**

- **Pupils:** Speak to a friend, a teacher, a Playground Buddy, or put a note in the class "Worry Box."

- **Parents:** Contact your child's class teacher immediately if you have any concerns.

3. What the School Will Do

Once an incident is reported, we follow these steps:

1. **Investigation:** Staff speak to all parties to establish the facts and monitor the situation.
2. **Recording:** Confirmed incidents are recorded on **CPOMS** and reported to the Headteacher.
3. **Communication:** We will contact the parents of both the victim and the perpetrator.
4. **Support:** Both children receive support, which may include ELSA (Emotional Literacy Support) or peer buddies.

4. How We Fix It (Restorative Practice)

We focus on **Restorative Practice** to resolve issues.

- **Accountability:** We help the person who bullied understand the impact of their choices and take responsibility.
- **Collaborative Planning:** We work with families to agree on a "plan going forward."

- **Monitoring:** We continue to check in with the children to ensure the bullying does not recur.

5. Our Commitment to You

- **Safety First:** We will not give up until the bullying has stopped.
- **Inclusion:** We celebrate diversity and protect all children regardless of their background or ability.

Need to talk? Find a member of staff or visit our website to view the full policy and Complaints Procedure.