

**St Matthew's CE Primary School
Anti-Bullying Agreement**

November 2017

As a UNICEF Rights Respecting School, St Matthew's has placed the UN Convention on the Rights of the Child at the heart of our school's ethos and culture to improve well-being and develop every child's talents and abilities to their full potential. Our school is a place where children's rights are learned, taught, practised, respected, protected and promoted. Our commitment to children's rights and equal opportunities is an important aspect of our overall commitment to be a fully inclusive school.

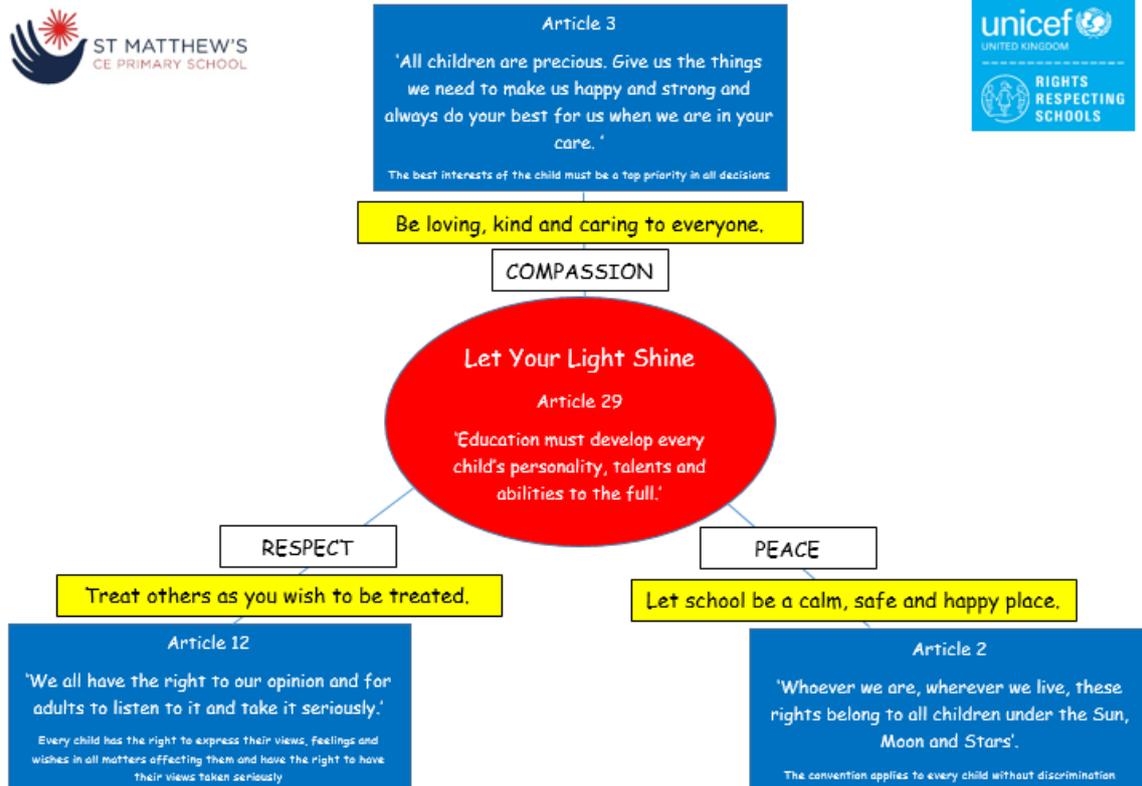
Our Aim

St Matthews to create an environment where all children are valued and feel safe from bullying behaviours. We want our children to:

- Children feel safe.
- We work together to help all children in our school to enjoy their rights.
- Children have ownership of their behaviour and understand their responsibilities in helping others to enjoy their rights.

Our Ethos

At St. Matthew's, our school values revolve around our school motto 'Let your light shine', which is taken from Matthew 5:16 and Article 29 - 'Education must develop every child's personality, talents and abilities to the full'. Around our motto, we have developed our whole school behaviour charter, which links our Christian values of Respect, Compassion and Peace and to articles of the United Nations Convention on the Rights of the Child and Golden Rules that we decided upon together.



Our Agreement

St Matthews's C of E Primary Children's Anti-bullying agreement has been put together by the Anti Bullying Ambassadors, also known as ABA. ABA spent a long time working with children, families, and adults at St Matthew's to make sure the agreement was one that everybody felt committed to. We strive to achieve the aims of our School Vision in all that we do. Our anti-bullying policy has not only been driven by national concerns but by our own determination to provide a happy, caring and safe environment for every child at our school. Bullying will not be tolerated.

Article 3 (best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children.

We have put together this Version an anti-bullying agreement so that children in St Matthew's understand what they and others need to do if they know somebody is being bullied.

If the policy is to work:

- Everyone in school must know about the agreement and be able to find it in school
- The agreement must be applied fairly throughout school
- Everyone must believe in the agreement

This policy should be read alongside our Behaviour policy.

What is bullying?

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally.' (Department for Education 2007)

Bullying can take lots of different forms and sometimes children do not realise that what is happening to them is bullying. This could include:

- Physical – kicking, hitting, pushing, taking and damaging belongings
- Verbal – Name calling, taunting, mocking, making nasty comments, making threats
- Emotional – leaving people out / deliberately ignoring, gossiping, spreading rumours
- Cyber-bullying – bullying using text messages / phone calls, picture / video clip on phones, instant messenger, email, chatrooms, web sites / blogs.

St Matthew's children, adults and families have said that they will work to stop bullying and harassment in school. To do this they will:

- Take bullying seriously make sure children who are bullied know how to get help and support
- Help children who bully others to understand the consequences of their actions and change their ways
- Support families of children involved in bullying
- Work together to help St Matthew's to prevent bullying
- Regularly check on the effectiveness of our strategy
- Involve children
- Make sure we keep everyone informed about bullying in all its forms and the best ways to deal with it
- Exploring what bullying is and how to deal with it within lessons and opportunities within our learning
- Building up children's confidence and encourage every child to stand up to bullies and express their feelings

Adults at St Matthew's will work to:

- Protect children and young people from harm
- Recognise similarities and celebrate differences and diversity
- Respect all children and young people in our community
- Promote positive emotional health and well-being
- Work together to support everyone involved in and affected by bullying

Anti- Bullying Ambassadors will work to:

- Be passionate and committed about stopping bullying in your school
- Know what bullying is and what type of behaviour is and isn't bullying
- Work with other children and adults to stop bullying in school
- Be someone who is kind, empathetic, a good listener and supports others
- Help to run days in your school/community that raise awareness of bullying and promote kindness
- Celebrate the things that make you and others special and unique
- Keep children and families up to date with all of the brilliant Anti-Bullying work that is happening in school

What should we do if a child or young person is being bullied?

Adults in school should:

- Talk to the person being bullied and provide support and advice for them. Be understanding and listen
- Talk to any witnesses to find out all the facts
- Talk to the bully but don't be accusing, help the bully realise what they have done is wrong and see if they need any support
- If it's possible and safe, get the victim and the bully together and try to resolve the situation
- Talk to the parents of all involved and let them know what is happening and offer advice
- Incidents of bullying are recorded on Record Sheets which are held by the Head Teacher
- The Head Teacher will inform the governors in a 'Head's Report'
- This agreement will be reviewed every year, alongside families, children, Anti-Bullying Ambassadors and staff.
- Go to <https://antibullyingpro.squarespace.com/home/> for more advice

Article 29 (goals of education) Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Families should:

- Find out all the facts first
- Try not to get angry or more involved than your child wants you to. Ask your child what they want you to do and encourage them to talk to school
- Provide support for your child
- Contact the school for further support
- Go to <https://antibullyingpro.squarespace.com/home/> for more advice

Other children should:

- Be "upstanders" not "bystanders"
- Talk to the person being bullied, offer advice and be there for them
- Let them know where they can go to get help
<https://antibullyingpro.squarespace.com/home/> for more advice
- Encourage them to tell a trusted adult or an Anti-Bullying Ambassador
- Talk to a trusted adult on their behalf
- Don't take sides

If you are being bullied, you should:

- Tell a responsible and trusted adult, Anti Bullying Ambassador or use the worry box in school
- Keep a diary and any evidence (web pages, emails, text messages etc) of the bullying
- Try not to retaliate or fight back
- Ask friends for advice

- If it's cyber bullying block them
- Go to <https://antibullyingpro.squarespace.com/home/> for more advice

Article 12 (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life.

Rewards

We reward the children for kind behaviour in a number of ways:

- Instant rewards (positive praise, stickers)
- Team Points – Children gain team points through acts of kind behaviour. At the end of the half term, the team who has gained the most points spends a morning having a special treat (circus skills, magician, birds of prey, martial arts lesson).
- Golden ticket – Each time a child moves up onto the gold part of the traffic lights system, they receive a golden raffle ticket with their name on. One ticket per class is drawn on Friday afternoon, with the winner choosing from a prize box during assembly.
- Star of the Week certificate – this is given to one child from each class on a Friday. As a further reward, all of the children who receive Star of the Week go out to the outdoor classroom for an afternoon the following week.
- Rights Respector of the term – this is given to one child who has particularly worked hard at making sure children at St Matthews enjoy their rights.

Appendices

Appendix 1 – Child friendly explanation of the agreement and what everyone is expected to do

Appendix 2 - Procedures for Addressing Bullying Behaviour

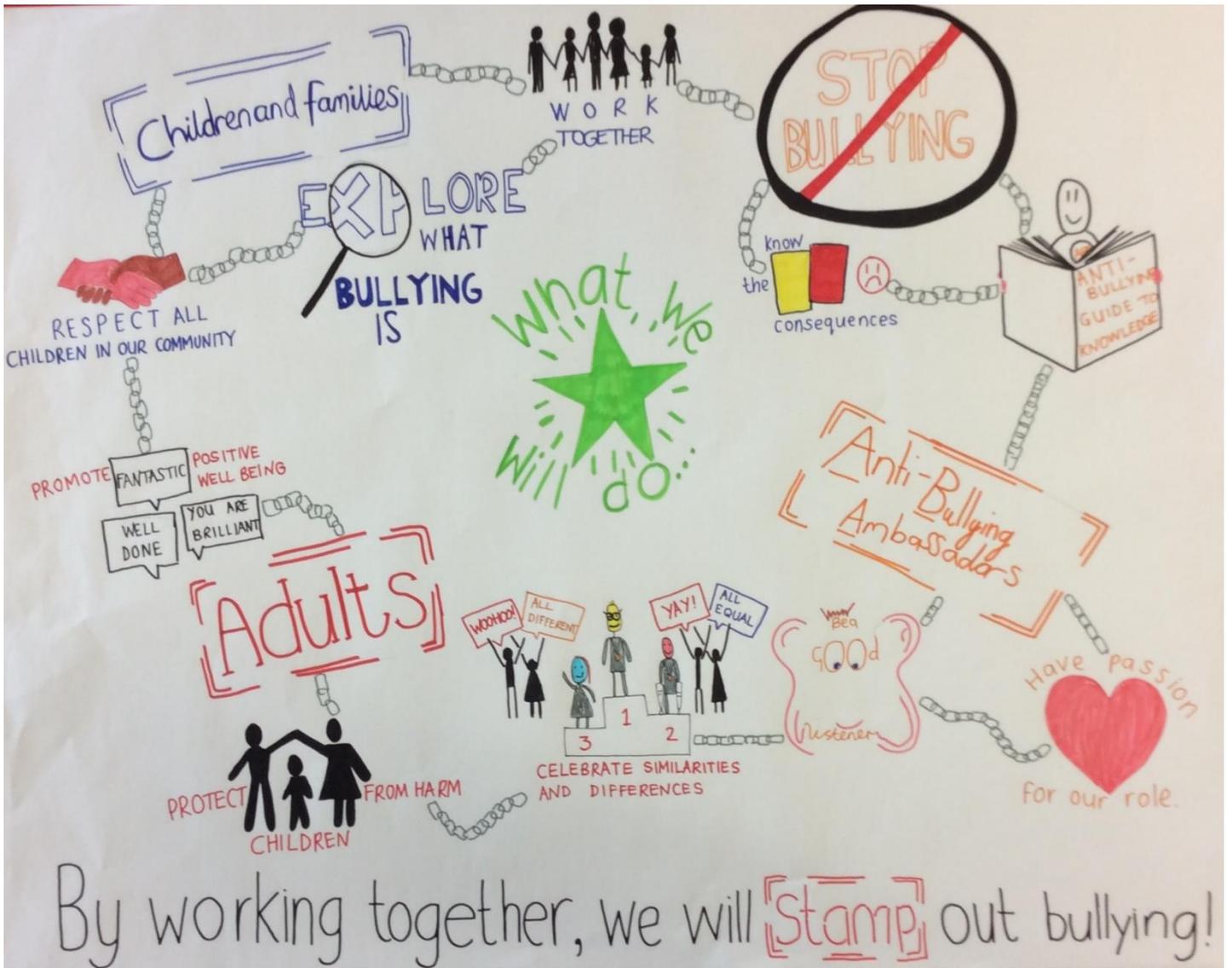
Appendix 3 – Serious Incident Record Sheet / Log

Appendix 4 – Behaviour consequence chart

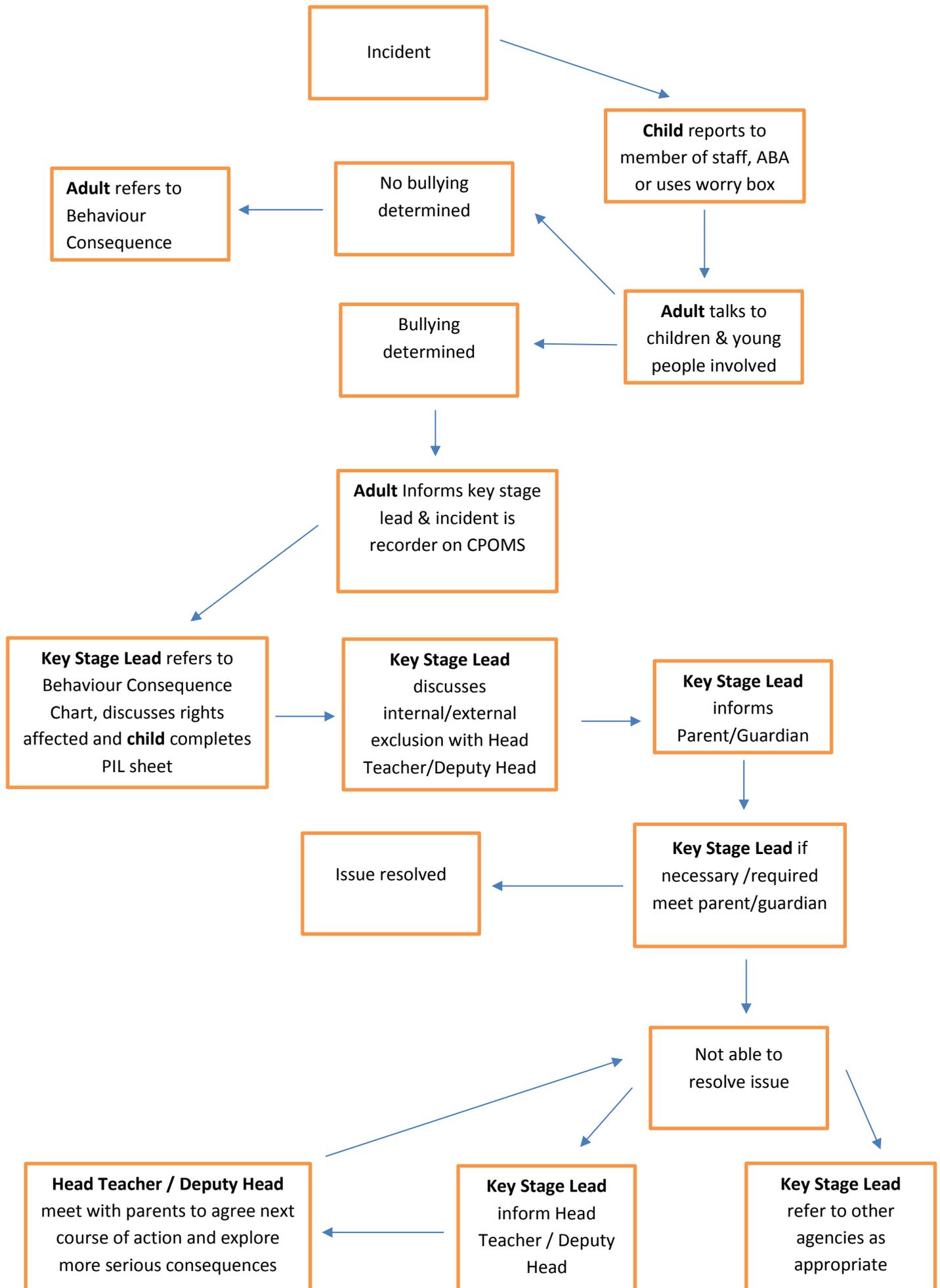
Appendix 5 –Information for Parents and Families

Appendix 6 – Anti-Bullying Ambassadors

Appendix 1 – Child friendly explanation of the agreement and what everyone is expected to do



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Appendix 3 – Behaviour Consequent Chart

Behaviour and Consequence Chart

Traffic Light System	Straight Red Card	Playtime Exclusion	Internal / External Exclusion
<i>Any member of staff</i>	<i>Any member of staff</i>	<i>Key Stage Leader</i>	<i>Deputy / Headteacher</i>
<ul style="list-style-type: none"> Fiddling and distracting others Running in school Not lining up properly Not putting hands up Interrupting Shouting out Not listening Inappropriate comments, including commenting on others' consequences Invading other children's personal space Inappropriate noises Name calling Not staying in seat during lesson time Not ignoring inappropriate behaviour 	<ul style="list-style-type: none"> Telling lies Answering back Throwing objects (not at people) Spitting (not at people) Refusing to work Refusing to accept consequences Ignoring staff instructions 	<ul style="list-style-type: none"> Play fighting Fighting Damaging / destroying other people's work Disrespectful speech to adults Leaving class without permission Two red cards in a day Three red cards in a week Swearing / offensive language 	<ul style="list-style-type: none"> Three playground exclusions Racist or homophobic insults Physical assault on a child or adult Threatening an adult or child Leaving school without permission Stealing Spitting at people Causing serious damage to property Throwing object at person Bullying

Children can move up to Gold if they do something more than is expected of them.

Appendix 4 –Information for Families

SUPPORTING YOUR CHILD'S WELL-BEING

ADOLESCENCE CAN BE A DIFFICULT TIME FOR ANY YOUNG PERSON; STRESSES CAN DEVELOP AT HOME AS WELL AS WITHIN SCHOOL/COLLEGE LIFE AND THIS CAN RESULT FROM INCREASING PEER PRESSURES FROM OTHER YOUNG PEOPLE. BUILDING A POSITIVE AND AFFIRMING RELATIONSHIP CAN REALLY HELP YOUR CHILD TO GROW INTO A SUCCESSFUL YOUNG ADULT AND HERE ARE SOME POINTERS FROM OUR TEAM ON HOW YOU CAN WORK ON THIS.

BE PROUD OF YOUR CHILDREN AND TELL THEM HOW GREAT THEY ARE!

From our anti-bullying training, we have seen time and time again how the practice of giving and receiving compliments is highly beneficial to young people and adults alike. There are countless ways of passing these affirming messages onto others, but regardless of its delivery, the act of passing a compliment to another is key to developing and maintaining self-esteem and confidence in ourselves.

Take every opportunity to praise your child for their hard work and achievements, their individuality, or something they've done. Did they make you laugh today? Have they improved at school? It can really make a difference.

SUPPORT THEM AND TALK ABOUT GREAT ROLE MODELS.

This can seem like quite an apparent point, however we do feel it is important for parents and guardians to familiarise themselves with who their children look up to. For example, the celebrity supporters of the Anti-Bullying Ambassadors Programme are those who young people would look up to, they can be found here. In addition, they demonstrate a positive message in how they promote the message of anti-bullying which shows how they are a great role model. Share your role models with them and explain how they have inspired you in any way including how to make a positive difference.

However your children find their role models inspirational, support them in understanding what it is about them that instils good morals and inspiration in others. We all find different people inspirational and this is something to respect each other for as well as finding common ground on shared views.

CELEBRATE THEIR ACHIEVEMENTS & SUPPORT THEM IN THEIR DECISIONS.

Every person has their own level of attainment as well as their own desires for achievement. We all have the ability to achieve in their own unique way and the ways this can be done are limitless: this can be academic achievement, committing themselves to a good cause or excelling at a sport or an art.

Supporting your child to take any decision in what they do with their life is really important; the more support that they receive from the family will enhance their confidence and drive them towards reaching their goals.

CELEBRATE UNIQUENESS.

Difference is something that should be celebrated and encouraged in all of us. Understanding and appreciating how different people are, is key to beginning to eliminate bullying in all of its forms. People can be bullied because of any difference and can range from anything from height to sexuality, weight to disability, hair colour to race.

In order to have a society that truly embraces all kinds of difference, we must all play our part. Young People can find this extremely difficult in terms of not only finding their place in the world, but also in any difference they may be perceived to have. Talk about all that makes the human race diverse and fascinating with your children, making sure that no subject is taboo; this will empower them to embrace diversity in all its forms and therefore be comfortable with who they and as a consequence, be able to stand up to others who bully them or other people because of their difference.

The Diana Award scheme celebrates and encourages young people aged 9 - 18 for the contribution they make to their communities. If you know a young person who deserves to be recognised for their positive contribution, then speak to their school or organisation to nominate them today. More information on the awards can be found at: www.diana-award.org.uk/the-award

ENCOURAGE THEM TO TALK, SHARE THEIR WORLD.

A simple suggestion, but harder to put into practice. Hopefully by thinking about the points above, a good rapport is building. Share interests and ideas with your children and get excited about what they do in their lives.

We suggest that you also play games with your children; this is a common form of entertainment for young people, so play their favourite game with them, Minecraft or whatever they enjoy playing. This can be in many variants, for example a stream of videos they enjoy on a channel on YouTube. The sooner you do this the better as it demonstrates to them that you are interested in their interests and also you can educate yourself as to how they are engaging in the digital world. This also does not exclude playing more traditional games with them as well such as trivial pursuit, black jack etc.

Our Anti-Bullying Ambassadors have been trained through the Diana Award Programme. For more information on this training and support online please visit: www.diana-award.org.uk

Appendix 5 - Information for children

WHAT ARE ANTI-BULLYING AMBASSADORS? They are students from your school who have received training from The Diana Award. They are the people that you would go to if you need any support in dealing with bullying within your school.

You can find your anti-bullying ambassadors as they will be wearing badges that look like this!



YOUR ANTI-BULLYING AMBASSADORS



We are the people to come and talk to if you have any problems to do with bullying or you can speak to a trusted adult in school. Remember if you want someone to talk to you can always call Childline.

