

# ANTIBULLYING POLICY

MARCH

2022



*Date: March 2022*

*Date for review: March 2023*

## **School statement on Bullying**

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

## **Aims and purpose of the policy**

This policy outlines what Oakley Cross Primary School will do to prevent and tackle all forms of bullying.

- The policy has been adopted with the involvement of the whole school community.
- Oakley Cross Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.
- Our Behaviour Policy outlines in clear and straight forward terms our whole school approach to encourage all pupils to demonstrate positive emotional behaviour, conduct behaviour and learning behaviour whilst at school and in the wider community.
- Positive action is taken to prevent bullying within PSHE, digital literacy lessons and through cross curricular learning opportunities.
- Pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.
- If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

## **1. Definition of bullying**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. Bullying may or may not be because of a protected characteristic. Prejudice related incidents are one off incident relating to a protected characteristic, which may or may not be directed at an individual. They may or may not be carried out with the intention to harm or cause offence.

Bullying is recognised by Oakley Cross Primary School as being a form of peer on peer abuse; children can abuse other children. Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.

The **STOP** acronym can be applied to define bullying – **S**everal **T**imes **O**n **P**urpose.

The School Anti-Bully action group identified the main types of bullying are:

- physical (hitting, kicking, theft)
- emotional (being unfriendly, tormenting, excluding)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact or abusive comments)
- Homophobic (focussing on sexuality)
- Verbal (name calling, sarcasm, spreading rumours)
- Cyber (e-mails, text messaging or misuse of technology)

### **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children

- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual, transsexual or non-binary

Bullying (including prejudice-related bullying) can take many forms including; name calling, threatening, humiliation, playing tricks and pranks, spitting, hitting, pushing and jostling, 'accidentally' bumping into someone, damaging or taking belongings, malicious text messages, e-communications and photographs, leaving people out of groups/ games or social occasions, and spreading hurtful and untrue rumours. Several of these behaviours plainly involve the use of words. Several, however, may be non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language and must be recorded.

- Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or poor attendance. Pupils must be encouraged to report bullying in schools.
- All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **2. Bullying Prevention**

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. Online/ E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. Each year group focuses on digital wellbeing in both PSHE and computing. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

## **3. Reporting and responding to bullying**

In any case of alleged bullying, either the class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

### **Pupils who are bullying will be helped by:**

- The opportunity to discuss the experience with a member of staff of their choice
- Reassurance
- Support to restore self-esteem and confidence
- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing

- Informing parents or guardians to help change the attitude of the pupil

**Staff are expected to adhere to the following procedures:**

- If bullying is suspected or reported to an adult, the incident will be dealt with immediately or at an agreed time.
- A clear and precise account of the incident will be recorded on CPOMs. Designated school staff will monitor incident information recorded on CPOMS analysing and evaluating the results.
- Class teachers and parents will be informed where appropriate.
- Sanctions will be used as appropriate in consultation with all parties.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

The Headteacher and Senior Leadership Team have overall responsibility for ensuring that the Anti-Bullying Policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied including training for all staff.