

Oakley Lower School Anti-Bullying Policy

Policy

It is the policy of Oakley Lower School to:

- aim to make Oakley Lower safe for everyone
- foster self-esteem, understanding, tolerance and respect between pupils
- recognise individual worth and respect individual human rights, this permeates all school policies
- encourage the growth of a sense of justice/fairness in all our children which is reinforced by our celebration of good behaviour
- foster positive attitudes during assemblies, class, group and individual discussions (including and especially those arising out of specific incidents), literature (ie stories, poems etc.) and the daily modelling of appropriate behaviour by all the adults in the school
- allow concerns about bullying/harassment to be raised by children, parents or staff in a non-threatening atmosphere which will enable individuals to discuss issues feeling confident of a sympathetic response

Oakley Lower School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

1) Our school community:

- a) Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- b) Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- c) Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively, that pupils feel safe to learn and that pupils abide by the anti-bullying policy.
- d) Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- e) Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

2) Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.²

3) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

- Cyber bullying

4) Preventing, identifying and responding to bullying

We will:

- work with staff and outside agencies to identify all forms of prejudice-driven bullying
- actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- train all staff to identify bullying and follow school policy and procedures on bullying
- actively create "safe spaces" for vulnerable children and young people

5) Involvement of pupils / students

We will:

- regularly canvas children and young people's views on the extent and nature of bullying
- ensure students know how to express worries and anxieties about bullying
- ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- involve students in anti-bullying campaigns in schools
- publicise the details of helplines and websites
- offer support to students who have been bullied
- work with students who have been bullying in order to address the problems they have

6) Liaison with parents and carers

We will:

- ensure that parents / carers know whom to contact if they are worried about bullying
- ensure parents know about our complaints procedure and how to use it effectively
- ensure parents / carers know where to access independent advice about bullying
- work with parents and the local community to address issues beyond the school gates that give rise to bullying

7) Incidents reported to Support staff and Lunchtime Supervisors

The child/children's account(s) will be listened to sympathetically and impartially. The adult will not make premature judgements, however if s/he considers that there may have been an incident of bullying, all the children involved will be referred to the headteacher or assistant headteacher. If the Learning Support staff member or lunchtime supervisor is in any doubt, the matter should always be discussed with one of the above mentioned members of teaching staff and guidance sought.

8) Incidents reported to teaching staff

All incidents will be dealt with immediately or as soon as possible thereafter. All involved will be given the opportunity to discuss the incident(s) and all present will be expected to listen politely and attentively. If appropriate, those involved may also be spoken to separately. Care will be taken during discussions to focus on the nature of the child/children's attitude/behaviour. It is important that the apparent perpetrator is not led to perceive themselves as being unacceptable, but rather that it is their behaviour which is unacceptable and that this is something over which they have control and can therefore change. Similarly those children who appear to be victims must be supported, but also encouraged to recognise that they too have a choice and that their attitude/behaviour is something over which they too have control and which may also require change. The feelings of those involved will be discussed and the children will be helped to understand the effects of their behaviour.

The teacher will:

- take those involved aside and create a calm atmosphere
- ensure that they remain calm and do not adopt bullying behaviour themselves when dealing with the situation
- ensure that whilst each person is led to acknowledge and accept a degree of responsibility for the incident all involved feel supported.

With teacher guidance and supervision, those concerned will be encouraged to resolve the situation amicably. All parties will be led to consider other people's perceptions and feelings to explore the factors which have contributed to the situation, to consider alternative strategies which could be used and how they might change their behaviour.

If necessary, usually where the incident appears complicated or occurs at the end of break and the teacher is not able to give the matter sufficient time, the matter may be referred to the headteacher or assistant headteacher for resolution.

Where appropriate a note of the incident will be made so that any pattern of behaviour by an individual or group may be ascertained. Parents will be asked to come into school to discuss the situation if necessary.

9) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- Behaviour Policy
- Racist Incidents Policy
- PSHE Policy

10) Monitoring & review, policy into practice

We will review this Policy at least once every three years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

11) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Teachers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is: Mrs Sarah Lovett

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