

Oak Lodge Primary School

Anti-Bullying Policy

	Name	Date
Policy written by	Matthew Apsley	January 2015
Agreed by committee	PPC Committee	June 2016
Adopted by GB		
Next Review November 2018		

POLICY FOR ANTI-BULLYING

1. Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. This policy has been developed in consultation with the School Council, Governors, Parent Forum and staff.

The School seeks to use this policy to promote equal opportunities within the School. The School will ensure that pupils will not be discriminated against in matters related to gender, sexual orientation, age, race, disability, or religion.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

We recognise that bullying can take many forms:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures/behaviour)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments

Verbal - name-calling (including homophobic name-calling), sarcasm, spreading rumours, teasing or taunting

Cyber - name calling, spreading rumours, intimidation, threats, racist comments etc by phone, text or via computer; misuse of associated technology i.e. camera and video facilities, video games linked up to the internet including those on mobile phones.

What causes bullying?

We understand that people bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

- problems at home (parents splitting up/arguing, death of a relative etc)

Pupils who are being bullied may show changes in behaviour, such as not wanting to go out to play, 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 truanting from school. Pupils must be encouraged to report bullying in schools.

Not all aggressive behaviour is bullying. Behaviour, which appears to be bullying, may be exhibited by some children, especially very young children, without the intention of awareness that it causes distress. Some individuals may feel they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should nevertheless be taken seriously as a reflection of the individual's vulnerability, but adults need to be clear about the distinctions between bullying and isolated acts of aggression.

All school staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy eg worry boxes and e-safety policy.

2. Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

3. Implementation

Schools

The following are steps to be taken when dealing with bullying incidents:

- All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher.
- In any case of alleged bullying, either the Classteacher, Family Worker, 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 those involved e.g. the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
- If bullying is considered to have taken place, it is important to ensure there are clear expectations regarding pupil behaviour and perpetrators should fully understand the consequences of their actions
- All bullying incidents must be recorded. Parents of both parties should be informed.
- Punitive measures will be used as considered appropriate, keeping all concerned parties informed.
- If the situation does not improve, further courses of action will be considered and implemented.

Pupils

Pupils who have been bullied may be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or other member of staff
- Reassuring the pupil
- Offering regular support
- Restoring self-esteem and confidence

Pupils who have bullied another child will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Reinforcing importance and relevance of our School Values

The following disciplinary steps may be taken, though this does not represent a sequential series of sanctions and may be implemented appropriately according to circumstances:

- Official warnings to cease offending
- Removal of privileges/free time
- Exclusion from certain areas of school premises
- Involvement of outside agencies
- Fixed-term exclusion
- Permanent exclusion

The School Council agreed that all pupils must be taught simple strategies to safeguard themselves against bullying. These include:

- Learning to walk away from situations quietly and confidently
- Trying to speak clearly, calmly and firmly (being assertive not aggressive /passive)
- Learning to ignore name-calling or taunting

Most importantly, if they are being bullied, children should tell their class teacher or another adult that they trust straight away and tell their family.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

This policy should be considered together with the Behaviour and Discipline Policy.

4. Monitoring, evaluation and review

The school will review this policy within its three year policy review programme or sooner if needed and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Appendix 1 Bullying – A Charter for Action

Date written: November 2012

Date approved: June 2016

Date to be reviewed: November 2018