



Anti - Bullying Policy

At Orchard Fields Community School, we believe that bullying is unacceptable behaviour that results in someone feeling hurt, threatened, frightened, isolated or unhappy. Bullying is an imbalance of power. It is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms, for example:

- name calling
- spreading lies / rumours
- teasing
- hitting or kicking - intending to cause physical pain
- pushing or pulling
- taking money or possessions
- leaving out or excluding an individual
- threatening or intimidating
- Sending horrible messages
- comments relating to race, religion and sexual orientation.
- threatening or making horrible comments/posting pictures on social media.

As a school we adhere to the Equality Act of 2010 and we are committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children including those who are disabled, SEN, those who are perceived to be LGBT, race and religion targeted, sexist and sexual bullying.

Cyber Bullying

Recent changes see the increasing popularity of Social Networking sites such as Facebook where children and adults can find themselves a target of cyber bullying. Cyber bullying is different to other forms of bullying in that it can occur at any time of the day every day and is the invasion of home and safe and personal spaces. Bullying is intentional and deliberate.

Aims and Objectives

At Orchard Fields Community School, we aim to:

- do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. This is because we know bullying is wrong, can cause long lasting distress, and damage individual children.
- be a safe and secure environment where all can learn without anxiety, and where measures are in place to reduce the likelihood of bullying.

- produce a consistent school response to any bullying incidents, including cyber bullying that may occur.
- to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Guiding Principles

The following principles are reflected in practice in dealing with incidents of bullying:

- All pupils have the right to feel safe and secure. They need to feel free from any threat of bullying and to know where to go and to whom to speak to if bullying occurs.
- All pupils to know that being bullied is not the victims fault and for the emphasis to be on changing the bully's behaviour not the victims.
- All complaints of bullying will be treated seriously and will be acted upon in accordance with practice agreed by the whole school.
- We will act promptly and when appropriate; we will develop pupils' awareness of issues relating to bullying through the curriculum
- Assemblies will be used, where appropriate, to reinforce the fact that bullying will not be tolerated.

Guidance for pupils

If you feel you are being bullied:

- Be firm, be clear - look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

When you are talking about bullying with an adult, be clear about:

- What has happened to you
- How often it has happened to you
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

Guidance for staff

If you suspect a pupil is being bullied or have an incident reported to you:

- Do not ignore it
- Listen to details about the incident; involve other pupils if necessary
- Always talk to the aggressor/bully and find out what happened from both parties
- Make a judgement about the seriousness of the incident

- If it is a minor or a one off, use sanctions laid down in the Behaviour policy. Remember to inform the class teachers of all pupils involved
- As class teacher, keep a record of any incidents involving your class and pass on to the Deputy Head
- Talk to the victim and make sure they know it is being or has been dealt with
- Where appropriate, invite parents to come along to discuss these incidents involving parents early is essential
- Dinner supervisors or teachers on duty should inform the class teacher and Head/Deputy Head, if appropriate, of any incidents
- If you suspect that it is bullying, speak to the Head or Deputy Head immediately
- It is essential to follow-up with the children involved after the incident to check that the bullying has not started again. This needs to be done within roughly two weeks and again within the following term. Immediately after intervention, the bullying is likely to stop. However, bullying can be very persistent and may reoccur. If pupils expect follow-up, they are unlikely to start bullying again
- Disclosures and discussions may lead to child protection issues. If this occurs, then class teachers/TAs should follow the school child protection procedures.

Guidance for parents

If you suspect your child has been a victim of bullying:

- Talk to your child about the experiences - particularly who was said to be involved, where and what happened and how often
- Explain to your child that should further incidents occur, they should be reported to a teacher immediately
- Talk to your child's teacher as soon as possible

Talking with teachers about bullying:

- Be as specific as possible, bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Stay in touch with the teacher to let them know if things improve as well as if problems continue

If you are not satisfied:

- Make an appointment to discuss the matter with the Head teacher
- If this does not help, write to the Chair of governors explaining your concerns and what you would like to see happening

If your child is bullying other children:

- Often parents are not aware that their child is involved in bullying
- Make it clear to your child that such behaviour is unacceptable
- Work with the school to develop ways to change the behaviour
- Give your child praise and encouragement when they are co-operative and kind to other people

We expect that all adults, school staff and parent visitors who have contact with this school will act as good role models at all times

Preventing bullying

Teaching methods are used to foster positive attitudes amongst pupils, to encourage development of good inter-personal skills and to develop an environment where mutual respect is highly valued. To do this we encourage pupils to:

- Help each other with problems relating to work
- Complement each other on work and behaviour
- Use polite language in their day to day conversations with each other
- Ensure that newcomers are made to feel welcome
- Help develop, monitor and display the class and school rules

We may use "Circle Time", role play and discussions to teach social skills, build confidence, promote effective communication and to develop empathy and sensitivity towards one another. Specific teaching may be given in:

- Assertiveness
- Anger management
- Developing self esteem
- Co-operation
- Awareness of self
- Awareness of others
- Conflict resolution

Early intervention

One off incidents of unpleasant behaviour will always be dealt with firmly and appropriately by the adult in charge. The class teacher will be informed. Warnings will be given and punishments/sanctions may be applied in accordance with the school behaviour policy (see separate policy). If a pattern of incidents emerges, further action will be taken.

Partnership with Parents

If such behaviour persists, the parents will be asked to come to the school to discuss their child's behaviour and actions to be taken. The parents of the victim may be invited into school to discuss strategies to help their child with bullying should further incidents occur.

Monitoring Incidents

Incidents are logged to monitor all unacceptable behaviour within school, copies of incident sheets are also sent to the parents. The right to withdraw or exclude a child from school or activities may be upheld. The school will follow the procedures for exclusions set out by the LA. An Anti-bullying governor will be appointed and will monitor school action in this area.

Anti-Bullying / diversity Ambassadors

Each year the school will appoint six anti-bullying ambassadors from amongst the student body. The ambassadors will play a pivotal role in implementing awareness of anti-bullying during anti-bullying week and will remain a point of contact for pupils during the school year. The ambassadors will be led by the Anti-Bullying (PSHE) co-ordinator and will meet throughout the year to discuss the schools Anti-Bullying Policy.

Monitoring

The day-to-day application of the schools anti-bullying policy will be monitored by the appointed anti-bullying governor, who will work together with staff to ensure the policy is implemented fully at all times by all members of staff.

Signed by Anti-Bullying Ambassadors:

Signed by Anti-Bullying coordinator:

Signed by Anti-Bullying Governor:

Signed by Chair of Governors:

Date: May 2018

Review date: May 2019