



OAKWORTH PRIMARY SCHOOL “committed to the safety and welfare of its pupils”

Anti Bullying Policy

Oakworth Primary School seeks the wholeness of all its children- spiritual, physical, intellectual and social.

Rationale

At Oakworth Primary School we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves. We believe that there are a number of types of bullying.

- **Emotional:** excluding from a group, tormenting, ridiculing, humiliating
- **Physical:** hitting, punching, pinching kicking or taking someone's belongings.
- **Verbal:** name-calling, insulting, Indirect bullying, through spreading stories about someone, threats, making fun of someone.
- **Racist:** racial taunts, gestures, making fun of someone's culture or religion
- **Sexual:** unwanted physical contact, sexually abusive or sexist comments
- **Cyber:** setting up hate websites, offensive e-mails, texts and instant messaging.

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at Oakworth Primary. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Children should be happy and feel safe at school
- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- We wish to build the self-esteem of all pupils, especially bullies and victims.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at Oakworth Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of bullying need to be reported to an adult in school, usually the class teacher.
- Our Pastoral Support Assistant or Behavioural Support Assistant will speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Headteacher/Assistant Headteachers (Base Leaders).
- The problem will be identified and possible solutions suggested.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied e.g. loss of privileges, spending playtime and lunchtimes with an adult, parents being called into school.
- If possible, the pupils will be reconciled.
- Full support will be given to the victim.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- In serious cases the incident will be recorded and kept on file and parents will be informed.
- In repeated or serious cases the school may use the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.
- Staff will attempt to adopt a problem solving approach through circle times, PSHE activities and/or drama activities

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in their child's education; enquire how their day has gone; who they have spent time with etc.
- Inform the school if they feel their child may be a victim of bullying behaviour. Their complaint will be taken seriously and appropriate action will follow.
- Never approach a child in the playground or on their way home who they feel has bullied their child.
- Advise their child not to fight back or to repeat the bullies' behaviour as this will only make the situation worse.

Advice from Parents for Parents:-

- Listen to your child's concerns but don't put words into their mouths.
- Show them that you realise it's important to them but try not to blow it out of proportion.
- Let them know that it's okay not to be friends with everyone and that friendships change over time. If possible use examples from your own experiences, both as a child and an adult.
- Help them with ways to develop different friendships for example by joining an after school club or doing an extra-curricular activity.
- Encourage them to treat others as they would like to be treated themselves.
- If you do feel your child is being affected by bullying then inform the school, via their class teacher, but do not approach a child or their parent directly.



Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Work by the Pastoral Support Assistant
- Work with Behavioural Assistant.
- Regular PSCHE teaching following the agreed scheme of work.
- Taking part in whole School Friendship Week.
- Awareness through anti bullying assemblies.
- Specific and regular input on acceptable and safe use of IT.
- Circle time.
- Drama/role play activities.
- Playground buddies for children who are experiences difficulties settling into school.
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually.

Signed
Chair of Governors

3rd September 2018