

# Thames Bridge Federation

## ANTI-BULLYING POLICY

Bullying is anti-social behaviour and affects everyone; it is unacceptable and is not tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Clifton Hampden and Culham Parochial C of E Primary Schools.

Bullying is when a child (or a group of children) deliberately use his or her power over another to make them feel bad. Bullying is beyond having a single argument or fight with someone. It is more than saying something bad to someone when you are angry. Bullying is a deliberate act that sometimes continues over a period of time.

The school takes reported incidents of all types of bullying seriously. These include bullying on the grounds of race, gender, religion, SEN, disabilities, homophobic, biphobic, transphobic, sexist and sexual, along with the use of discriminatory language, name calling and cyberbullying. This may also include bullying which has taken place outside school grounds and school hours. We are committed to ensuring that all incidents are dealt with promptly and effectively.

### **Aims of this Policy**

- All governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying are reported.
- All children and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Anti-bullying strategies**

On becoming aware of an incident, all staff, including temporary staff will take appropriate actions, responding in a reasonable, proportionate and consistent way, including:

- Challenging discriminatory language
- preventing, de-escalating and/or stopping any harmful or potentially harmful behavior
- apply disciplinary sanctions to a pupil in a case of bullying and ensure they learn from the experience
- communicating with other staff and children where appropriate

### **Our school community approach to pupils who experience bullying is that:**

- they are heard;
- they know how to report bullying and get help;
- they are confident in the school's ability to deal with the bullying;
- steps are taken to help them feel safe again;
- they are helped to rebuild confidence, resilience and other self- help strategies;
- they know how they can get support from others.

### **For pupils who engage in bullying behaviour:**

- sanctions and learning programmes hold them to account for their behaviour and help them to face up to the harm they have caused;
- they learn to behave in ways which do not cause harm in future, because they have developed their emotional skills and social knowledge; they learn how they can take steps to repair the harm they have caused.

### **As a school:**

- the whole school community is clear about the anti-bullying stance the school takes;
- the school works with parents to resolve bullying issues;
- pupils, as well as staff and other members of the school, are fully engaged in developing and reviewing anti-bullying work in the school;
- every chance is taken to celebrate a happy and cohesive community spirit;
- all pupils are clear about the roles they can take in preventing bullying, including the role of bystanders.

As a part of our work on building relationships, and in addressing incidents of bullying, the school will implement areas of the curriculum to support individual, group and whole class learning. Whole school and key stage assemblies may be used to address issues arising from unacceptable behaviour including bullying.

### **Reporting and Recording incidents of bullying**

All children at Clifton Hampden and Culham Schools are frequently made aware – through assemblies and class sessions - of the steps to take in order to inform an adult of an incident of bullying. This would usually be a class teacher, a TA (Teaching Assistant) or a playground or lunchtime supervisor.

### **Recording**

In the case of a bullying incident the school informs the parents of all parties at the earliest opportunity, either in person or by telephone.

All incidents of bullying are recorded as this enables the school to:

- manage individual cases effectively;
- monitor and evaluate the effectiveness of strategies;
- celebrate the anti-bullying work of the school;
- engage and inform multi-agency teams as necessary.

The school uses the OCC guidance and reporting forms.

### **Purposes of Sanctions**

At a range of sanctions used following an incident of bullying. These will be in line with our behaviour policy. The purpose of putting any sanctions in place will be to:

- impress on the child who has bullied that what he/she has done is unacceptable;
- deter him/her from repeating that behaviour; and
- signal to other pupils that the behaviour is unacceptable and deter them from doing it
- provide time for reflection

### **Possible Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- begins stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has distressing nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable

- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

### **Involvement of Children's Services in responding to bullying**

As with other matters involving inappropriate and unacceptable behaviour in school, (or outside but relating to the school) the school may engage with multi-agency information and support with casework sharing, for example with the Education Psychology Service or Child and Adolescent Mental Health Services (CAMHS) and PCHAMS.

### **Contact for Parents**

Parents wishing to contact the school to report or follow up a bullying incident should contact the class teacher. If the bullying has not been resolved satisfactory, parents are encouraged to contact the head teacher.

This policy should be read in conjunction with the Complaints Policy and the Behaviour Policy.

Details of independent organisations which may be useful to parents are available at [www.oxfordshire.gov.uk/anti-bullying](http://www.oxfordshire.gov.uk/anti-bullying) .

### **Evaluation of incidents and on-going procedures**

In order to evaluate the effectiveness of our anti-bullying measures specific incidents of a sufficiently serious nature are monitored over a period of time with reporting and recording procedures as outlined above.

The gathering of pupil and parent perceptions of the incidence of bullying at will inform the school as to implementing further anti-bullying strategies.

Thames Bridge Federation , in seeking to address incidents of bullying, has based this policy on the recommendations contained in the DfES documentation and Oxfordshire County Council guidelines on managing bullying effectively.

This policy was reviewed and updated in October 2017.