

Anti Bullying Policy

Oakthorpe Primary School



Reviewed by:	M. Wood	Date: October 2023
Approved by:	Teaching and Learning Committee	
Next review due by:	Autumn 2024	

Oakthorpe Primary School

ANTI BULLYING POLICY

Updated October 2023

Members of Staff Responsible for updating the policy: P.S.H.E. Subject Leader, Head Teacher, SENCO

At Oakthorpe Primary School we are committed to providing a welcoming, happy, safe and caring environment in which all our children can learn and develop. Our children, staff and parents have the right to be safe. We value and work towards the emotional health and well-being of all within the school. We do not accept or tolerate anti- social and bullying behaviours.

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Children who are bullying need to learn different ways of behaving.

Our school has a responsibility to respond promptly and effectively to issues of bullying. We recognise that bullying does happen from time to time. When bullying does occur, children should be able to tell an adult and know that incidents will be dealt with promptly and effectively. All children are actively encouraged and reminded to approach staff with any worries or concerns

What is Bullying?

At Oakthorpe we have an agreed understanding of what bullying is.

‘Bullying is deliberately hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people over a period of time.’

Bullying can take different forms:

Physical: hitting, pushing, kicking, spitting or any other forms of violence and taking someone else’s belongings, unwanted physical contact (this may include an online element which facilitates, threatens and/or encourages physical abuse)

Verbal: Name-calling, teasing, taunts, sarcasm, prejudice based and discriminatory bullying including: racism and insults, sexist comments, homophobic taunts, any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Indirect/Emotional: excluding someone, tormenting, spreading nasty stories, writing notes, graffiti, gestures, intimidation

Online: Online bullying is bullying and harassment using technology. This includes trolling, mobbing, stalking, grooming or any form of abuse online and non-consensual sharing of information or images (including mobile phones, the internet, chat rooms, social media apps, email, film) to deliberately upset someone

Bullying is not.....

It is very important to remember that bullying is NOT the odd occasion of falling out with others, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if this is done over a period of time on purpose.

Children sometimes fall out or say things because they are upset with someone else or a situation. When occasional problems of this kind occur it cannot be classed as bullying. It is an important part of all children's development to learn how to deal with conflict and friendship breakdowns, the odd name calling or prank. We all have to learn how to deal with these situations and develop the appropriate social skills to deal with or repair relationships. It is also important for children to understand that if they themselves upset or hurt someone, and that person retaliates, this is not bullying on behalf of the other person (retaliation is not acceptable according to our school rules, but it is not bullying).

To prevent bullying we:

- use the curriculum, especially PSHE, RE, circle time and assemblies to raise awareness of the school's expectations and values
- adhere to the behaviour policy that requires staff, school council and house captains to model positive behaviours
- encourage children to behave positively and to reject anti-social behaviour in or out of school.
- involve all children, staff, support staff, parents and governors to actively prevent bullying
- give support to children who are being bullied
- offer guidance, sanctions and support to children who bully to help them to change and to make amends for their behaviour
- seek support and help from outside agencies when necessary
- adhere to the Online Safety policy to be alert to any form of online bullying and teach our children to use the Internet safely
- maintain happy and safe playtimes through use of play leaders, playtime equipment, clubs
- encourage team work and social skills through residential trips, drama lessons, dance lessons, performances, PSHE lessons, PE lessons and Sports clubs and teams.

Sexual and sexist bullying

To prevent sexual and sexist bullying we

- Talk about sexual and sexist bullying and harmful behaviour in an age appropriate and development appropriate way.
- Train staff to identify and record incidents
- Teach consent as part of the PSHE and Relationships Education curriculum
- Teach and model respectful relationships
- Do not allow sexual or sexist name-calling or comments
- Discuss online harmful sexual behaviour
- Be approachable
- Be alert
- Communicate with parents and carers

Bullying off the school premises

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by children in this school, or by children of other schools or on the way to school. At Oakthorpe we encourage children to tell us about incidents that happen inside and outside school so that we can

- raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc
- alert colleagues in another school whose children are bullying off premises;
- map safe routes to school in the event of a children being bullied on their journey to school;
- offer children strategies to handle bullying off the school premises
- liaise with parents

School Procedures

In the event of bullying the school has the following procedures:

Investigate the situation by talking to all the

- children involved
- witnesses
- staff members.

Record as appropriate in oral, written or picture form, the situation from:

- children involved
- witnesses involved

Respond to the child who has been bullied, hurt or upset by

- Actively listening to the child
- Offering support and strategies to deal with unwanted behaviours
- Protecting the child and ensuring their safety as and when necessary
- Involving parents
- Involving outside agencies to support the child as appropriate
- Encouraging the child to report incidents as soon as possible
- Identifying key adults that the child feels comfortable to confide in and who can keep a timeline of incidents

Respond to the child who has bullied by

- Ensuring that they recognise, own, and reflect on their behaviour/s and how it affects others
- Applying appropriate sanctions
- Guiding, supporting, advising and offering them strategies to change their behaviour
- Insisting that they take responsibility for their actions and help them to actively make amends
- Involving parents
- Involving outside agencies when necessary
- Regular learning mentor/ELSA sessions

Respond to the situation and prevent other situations by providing a foundation for children to explore issues through the curriculum
Use the Oakthorpe anti-bullying plan to agree strategies for managing incidents and consequences

Review the situation with

- Children involved
- Parents/ carers and others as appropriate

Report any instances to a member of the Headship Team who will summarise in the conduct module on scholarpack

Review appropriate policies

- Regular review of behaviour policy
- Regular review of school rules and class codes of conduct
- Policy issues through school and class councils

As part of our monitoring strategy we:

- Meet with children and give them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents
- Review the effectiveness of the policy annually with staff, children and parents via the annual surveys of all stakeholders
- Monitor termly the serious incidents file to identify any trends and identify possible vulnerable groups.
- Report numbers of incidents termly to the Governing Body

This policy will be reviewed as changes are required.

Appendix 1

Anti-bullying plan example



Anti-bullying plan

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Children who are bullying need to learn different ways of behaving.

Behaviour	Your response	Consequence
Unkind looks	Ignore	None
Unkind verbal comments	Tell an adult immediately Identify adults here	Both sets of parents informed Missed Break time
Physical behaviour	Tell an adult immediately Identify adults here	Both sets of parents informed Missed a week of break times

Signed

