

OXFORD GARDENS PRIMARY SCHOOL
School Policy for Anti-Bullying Policy



Mission statement

Oxford Gardens is committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff and parents/carers.

We believe that all pupils, staff and parents/carers have the right to be protected from bullying and abusive behaviour.

Who the policy applies to

This policy applies to all members of that community. Members of the school community are:

Pupils

Teachers (both permanent and supply teachers, and specialist teachers)

Teaching Assistants

Learning Mentors

The School Counsellor

Office Staff

Catering Staff

Site management staff

Parents/carers

School Governors

Aims & Objectives

This policy aims to ensure that all those connected with the school are protected from bullying behaviour.

The purpose of this policy is to prevent and deal with bullying, if it occurs.

The ongoing and long-term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences and to help pupils find and put into practice a series of solutions to the problem of bullying.

The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects of them, with regard to bullying. This policy should be read in conjunction with the Behaviour, Inclusion, Safeguarding and Internet safety policy.

Definition of bullying behaviour:

Oxford Gardens definition of bullying is:

Several Times On Purpose (STOP)

Oxford Gardens Primary School takes a zero tolerance stance on bullying.

Bullying is deliberate, hurtful, upsetting, frightening, or threatening behaviour by an individual or a group towards other or another. Bullying usually happens over a period of time, and consists of a series of different incidents resulting in worry, fear, pain or distress to the victim.

Bullying is not occasional falling out, name calling, or arguments. Children sometimes fall out or say things because they are upset. When occasional problems arise it is not classed as bullying.

Different types of bullying include:

Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings.

Verbal – name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down.

Emotional/psychological – excluding someone from a group, humiliation.

Cyber – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), and hate websites.

Indirect- rumours or stories are spread about a person.

Prejudice-driven bullying

Bullying can often take place because of a fear of difference or prejudice towards a specific group including:

Racist – insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact.

Homophobic – insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Disability- insulting language/gestures based on a person's actual or perceived ability (intellectual or physical), name-calling, graffiti, violence.

Home circumstances- insulting language about a person's home life eg. Family situation, wealth

Gender- insulting language based on a person's gender

Belief system- insulting language/gestures based on a person's actual or perceived beliefs, name-calling, graffiti, violence.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

Background

We are a community school serving a wide range of family circumstances. We aim to reflect our community needs with sensitivity in our policies, preparing the children for their role in our future society. The legal background in this area is the Equality Act 2010.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

Before the Act came into force there were several pieces of legislation to cover discrimination, including:

Sex Discrimination Act 1975

Race Relations Act 1976

Disability Discrimination Act 1995

Those affected by bullying may be:

- Children who are different in some way, e.g. they may not typically act like other boys and girls, they wear different kinds of clothes, they have unusual hobbies or interests.
- A child who expresses an interest in a subject, or a sport, that has traditionally been considered to be unsuited to his/her gender or culture.
- Children who have a physical or intellectual disability.
- Young people who think they may be lesbian, gay or bisexual.
- Children who have gay friends, relatives or parents/carers who are gay.

The Impact of Bullying

Bullying can have a far-reaching negative effect on a child's emotional wellbeing and learning. A young person, who has memories of any type of bullying in primary school, is likely to suffer from very low self-esteem. Bullying has been linked to a high degree of absenteeism, as well as incidents of self-harm, and the contemplation of suicide.

What children should do if they are being bullied:

There are a number of people that a child can talk to if they feel that they are being bullied:

- The class teacher
- A learning mentor- Lynn, Hamid, Robert, Terry or Tony
- The school counsellor
- A lunchtime supervisor
- Junior mentors- these are a group of children who have been trained at school to support children in the playground. They will report any incidences of bullying that they are told about to their own class teacher. The teacher will then email the class teacher of the children involved and the anti-bullying lead.
- If a child does not want to report it verbally there will be slips around school that can be put in the 'Time to talk box' outside the school counsellor's office. These will be checked at least once a week and given to the class teacher. The teacher will then follow the procedure set out below.

Each class will have a child friendly version of the anti-bullying policy in their classrooms and there will be anti-bullying assemblies throughout the year to remind children of this policy and who they can seek help from if they feel that they are being bullied.

What parents should do if they believe their child is being bullied:

When bullying is reported it will be taken seriously.

1. Parents should speak to their child and get details about exactly what has been happening, when and where. Report these concerns to a member of staff. In the first instance this should be a learning mentor or the child's class teacher. The member of staff will then follow the steps shown below and will let you know which steps have been followed.
2. If the parent is not satisfied with the outcome of this they can then make an appointment with the anti-bullying lead, Ms Keogan, where they will have the chance to discuss their concerns further.

What staff should do when an incident of bullying is reported to them:

Depending on the severity of the incident, staff may decide to start with the more serious consequences.

1. Investigate

If it is another member of staff other than their class teacher that sees the bullying behaviour they need to report it to the child's class teacher. The class teacher/s should speak to any children involved separately about the incident. They will then determine whether or not this was a one off action that needs to be dealt with using the behaviour system or whether it is a reoccurring action that is classed as bullying.

2. Log the incident- Stage 1

If it is classed as a bullying incident, the class teacher should email the Anti-bullying lead. The children will be added to the anti-bullying log. The victim will be reassured about the actions that will take place and both children can have measures put in place to support them eg. Support with friendship groups, bullying intervention group support. Both children's parents should be told at this point that it has been logged as bullying. Other staff to be informed at morning briefings.

3. Meeting with parents and learning mentors involvement- Stage 2

If the bullying continues, the class teacher or Anti-bullying lead will meet with the parents of both the victim and the child who is exhibiting bullying behaviour. Both parents will be informed about the next steps if the bullying doesn't stop. A learning mentor will then meet with both of the children. This is intended to give the victim a voice and a chance to explain to the bully how they

are being made to feel in a safe environment. The Learning Mentor will meet regularly with the victim of the incident to ensure that incidences do not reoccur. The victim can be paired with a 'buddy' (either a child in their class or an older child) who they can report any concerns to.

4. Meeting with a member of the SLT team- Stage 3

If the bullying does not stop, a meeting will be set up between a member of the Senior Leadership Team, the perpetrator of the bullying and their parents. The perpetrator will lose their privileges for two weeks and will need to check in with a Learning Mentor at lunch time. The victim of the bullying will also need to check in with a Learning Mentor.

5. Exclusion- Stage 4

If the bullying continues, an internal exclusion can be put in place. However, persistent bullying could also result in a period of fixed term exclusion.

Incidences of bullying will be discussed at staff meetings and incidences of serious bullying will be reported to the School Governors.

Anti-bullying initiatives in school:

- Use of Junior Mentors to support children that are feeling vulnerable or upset in the playground
- Anti-bullying lead meets half termly with the Junior Mentors to discuss any ideas or concerns they have
- Anti-bullying day each year
- Assemblies addressing the issue of bullying throughout the year
- Each class has a child friendly anti-bullying policy
- Self-referral system
- Bullying incident reporting book for lunchtime supervisors
- Regular teaching of Internet safety

Incident monitoring and evaluation:

The Anti-bullying lead must continue to review the cases reported until the issue has been resolved. Once a case has been suitably resolved, this is logged by the anti-bullying lead.

Standing up to bullying behaviour

Children will be reminded of how to stand up to bullying at the beginning of every school term, they will also be reminded of the steps to take to tackle bullying as outlined in the children's anti-bullying policy in an assembly every term.

All pupils

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school/job/subject, if we are having problems at home, etc. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Don't gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable. Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. And don't turn a blind eye to bullying and victimisation.

Pupils who are being bullied

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.

Pupils who are bullying

Bullying behaviour has no place at this school. If you are involved in bullying, you can expect that:

- Your bullying behaviour **will** be challenged.
- You will be treated fairly.

- You will be given the opportunity to change your behaviour and encouraged and supported in doing so.

This means:

- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
- You will be offered the chance to work with staff from other agencies who can help you to stop bullying, e.g. Personal Advisers from the Connexions service and the School Counsellor.
- Your form teacher will ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you in changing your behaviour.
- You will have regular meetings with staff to review your behaviour. If you don't work at changing your behaviour then staff will have to take more serious action, e.g. excluding you from school activities.

Staff

All staff can expect to be properly trained and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school's board of governors to combat bullying.
- Staff are expected to report any incidences of bullying to the Assistant Head Teacher and the Head Teacher via email.

Parents/carers

All parents and carers can expect to be kept informed of the school's anti-bullying work throughout the school year.

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that:

- You and your child will be listened to and believed.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.

If your child is bullying another pupil, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her behaviour and supported and encouraged in doing so by staff.

Governors

School Governors can expect to be kept up-to-date on the progress of the school's anti-bullying work.

School Governors will be expected to:

- give feedback on the monitoring and evaluation of the anti-bullying policy and practices in the school;
- publicly support the school's anti-bullying message.

Review process

This policy is reviewed annually by the Pastoral Deputy Head Teacher, in consultation with the Head Teacher.

It was adopted/ratified by our school's Governing Body on the _____

Signature of the Head Teacher (Ms Sarah Cooper): _____

Signature of the Pastoral Deputy Head Teacher (Ms Eileen Keogan): _____

Review Date: Spring 2020

Next Review Date: Spring 2021