



Oakhurst Community First School Anti-Bullying Policy

Statement of Intent

At Oakhurst Community First School we are committed to providing a warm, caring and safe environment for all our children, so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying very seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Oakhurst Community First School we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

AIMS AND OBJECTIVES

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. To do this we will:

- Develop a shared understanding of what is and is not bullying.
- Raise awareness with pupils, parents/guardians, all teaching and non-teaching staff, and governors of bullying and why some children bully.
- Take positive action to prevent bullying within **Personal, Social and Health Education (PSHE)**, **Social and Emotional Aspects of Learning (SEAL)** and exploit opportunities within other curriculum areas and through our extended activities outside of the school day.
- Have in place a consistent response to any bullying incidents that may occur.
- Provide support for all members of the school community who may be involved in a bullying situation.

What is Bullying

We define bullying as deliberately hurtful behaviour, repeated over a period of time - **Several Times On Purpose (STOP)**.

The main types of bullying are:

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour).
- Verbal (name calling, sarcasm, spreading rumours, teasing).
- Physical (pushing, kicking, hitting, punching or any use of violence).
- Extortion (demanding money/goods with threats).
- Cyber (all areas of internet, email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated .technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on, the issue of sexuality)

Bullying is distinct from conflict which is a part of everyday life. It is not:

- A one off fight or argument
- A friend sometimes being nasty
- An argument with a friend
- Falling out with friends on an occasional basis

Signs Of Bullying

Children may show that they are being bullied by changes in behaviour. These may include when a child:-

- Is frightened or unwilling to go to school.
- Plays truant or runs away.
- Pretends to be ill.
- Begins to do less well in their school work.
- Becomes withdrawn, very quiet, or starts stammering.
- Becomes distressed, cries easily.
- Stops eating.
- Becomes bad-tempered or aggressive.
- Regularly has clothes or equipment damaged.
- Has possessions go "missing" or possessions "get lost".
- Starts stealing money.
- Has nightmares or problems sleeping.
- Is frightened to say what is wrong.

Changes in behaviour should be reported to the class teacher.

Strategies to Stop Bullying

School Strategies

- All pupils are taught about bullying and strategies to prevent or protect themselves from bullying, through **Personal, Social and Health Education (PSHE)**, **Social and Emotional Aspects of Learning (SEAL)**.
- Pupils are taught what bullying is and to tell someone about it through '**STOP**' (that bullying is '**Several Times On Purpose**'; to stop it we must '**Start Telling Other People**'; and to indicate that they feel bullied by saying '**STOP it, I don't like it**').
- Pupils are taught that laughing at or ignoring bullying can lead to further bullying and that people bully others for a variety of reasons.
- Information is shared with parents through newsletters, assemblies, parent information meetings and the school prospectus.
- Assemblies reinforce the school's policy on bullying and communicate the rights and responsibilities of everyone in tackling bullying.
- Pupils are taught to become articulate and confident speakers through Speaking and Listening skills.
- The school takes part in National Anti-Bullying week each year.

Pupil Strategies

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them and tell them to stop.
- Stay in a group; bullies usually pick on individuals.
- Get away as quickly as possible.
- Tell someone you trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister, a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- Keep speaking until someone listens.
- Call a helpline.

What can you do if you see someone else being bullied?

Ignoring bullying is unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are for help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- Refer to the Charter in your school.

What can a parent do if they think their child is being bullied?

- Listen to your child.
- Try not to overreact.
- Show sympathy but try not to dwell on the situation.
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

Bullying of children with Specific Needs

We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are, therefore, particularly vigilant at all times.

High attainers, gifted or talented children can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Vulnerable children can also be especially subject to bullying, and staff should be aware of this.

PROCEDURES FOR DEALING WITH BULLYING

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all members of staff and will be dealt with impartially and promptly. All those involved will have the opportunity to be heard.

- Allow appropriate “cooling off” time for pupils involved.
- Talk with the bullies and the bullied individually in confidence. It may then be appropriate to discuss behaviour together and obtain genuine apologies.
- Investigate any incident thoroughly. Listen to all children involved. All incidents should be investigated and no incidents should be ‘brushed’ aside.
- Make sure the victim feels safe.
- If appropriate, allow bullies to hear the feelings of the bullied child. Ask bullied/bully what action they deem appropriate and whether it is fair.
- Reinforce to the bully that their behaviour is unacceptable.
- If an incident happens at lunchtime, the class teacher must be informed what has happened and the actions taken.
- In certain circumstances, sanctions will then be applied.
- Request guidance from other outside agencies.
- Monitor the situation until the problem is resolved.
- If necessary, and appropriate, the Designated Child Protection Officer should be informed.

SANCTIONS AVAILABLE

- Withdrawal from playtime (which may involve writing a letter of apology).
- Withdrawal from representing the school.
- Withdrawal from favoured activities.
- Withdrawal of privileges.
- Exclusion from peers.
- Referral to senior staff.
- Involve parents.
- A yellow/red card may be issued.
- Exclusion from school.

Pupils involved in incidents will be informed of sanctions carried out. Staff associated with such pupils will also be informed.

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Responses from questionnaires completed by the whole school community, together with surveys, school council worry box, focus groups, children’s and parents’/guardians’ comments will inform the monitoring of this policy.

Following an annual review any amendments will be made to the policy and everyone informed. An annual report will then be issued to governors and parents and the policy will be distributed to all parents.

Policy Links

This policy is written in conjunction with The Safe Guarding Policy and The Child Protection Procedures.

.....

Policy written: January 2010

This policy was agreed by the Governing Body on 8.3.2010

It will be reviewed in January 2013

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents

www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting

www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement

www.childnet-int.org/kia/parents