

# OAK VIEW PRIMARY & NURSERY SCHOOL



## ANTI BULLYING POLICY

<b>Policy Date:</b>	<b>October 2018</b>
<b>Policy Review Date:</b>	<b>Autumn 2020</b>
<b>Date ratified by Full Governing Body</b>	<b>08/10/2018</b>
<b>Signed by Chair of Governors:</b>  <i>al clarne.</i>	  <i>08.10.2018</i>

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# 1. Policy Statement and Aims

At Oak View we are committed to providing a safe and secure environment for all our pupils to learn in. We promote an ethos of treating everyone with respect and ensure that there are strategies in place for dealing with bullying sensitively if, and when it occurs. If bullying does occur at our school, pupils are listened to and both the victim and bully are helped and supported. Bullying thrives in cultures where name calling, unwanted touch, rumor mongering and disrespect go unchallenged. At Oak View all staff will challenge any evidence of this occurring. We are sensitive to any signs of bullying and all pupils are expected to tell a member of staff if they know that bullying is happening (we are a 'telling' school). Bullying can happen anywhere and be about anything. Oak View is not directly responsible for bullying incidents that occur off school premises. However, where a pupil tells of a bullying incident off the school premises to a member of staff, a range of steps are taken depending on the nature of the bullying incident.

## 2. Definition of Bullying

At Oak View Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for victims to defend themselves. It is an imbalance of power: children who bully use their power such as physical strength, access to embarrassing information or popularity to control or harm others.

Bullying can take a number of forms:

- **Emotional** – which can include being unfriendly, excluding, tormenting, sending malicious e-mails or text messages
- **Physical** – which can include theft, damage to property, pushing, kicking, hitting, punching or any use of violence
- **Racist** – which can include racial taunts, graffiti, gestures (please refer to Oak View's Racist Incidents policy) It is illegal to treat people differently because of their race or culture.
- **Sexual** – which can include unwanted physical contact or sexually abusive comments
- **Verbal** – which can include name-calling, sarcasm, spreading rumours, teasing
- **Homophobic** – This involves discrimination relating to sexual orientation.
- **Prejudice** – behavior against different groups on grounds of ethnicity, religion, belief or gender identity, sexual orientation, behavior that is homophobic, transphobic or disability
- Cyberbullying using the internet, email, online games or any digital technology to threaten, tease, upset or humiliate someone else.

## 3. Objectives

- Bullying will not be tolerated at Oak View.
- **All** staff, governors, pupils and parents need to understand what bullying is.
- **All** staff, governors, pupils and parents should know what Oak View's Anti-Bullying policy is and follow it when a bullying incident has been reported in school.

- Oak View takes bullying seriously and pupils and parents will be supported when it is reported in school.

## 4. Signs and Symptoms

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

- is frightened of walking to/from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school ( school phobic )
- begins truanting
- becomes withdrawn or anxious, lacking in confidence
- starts stammering
- attempts suicide or runs away
- cries themselves to sleep at night/has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn/books damaged
- has possessions 'go missing'
- asks for money/starts stealing money ( to pay bully )
- has dinner/other monies 'lost'
- has unexplained cuts/bruises
- comes home starving ( money/lunch has been stolen )
- becomes aggressive, disruptive/unreasonable
- is bullying other children/siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## 5. Prevention

At Oak View we adopt a whole school approach to effectively eliminate bullying. The whole school community works together in a concerted way to establish a safe emotional and physical environment where bullying cannot flourish.

The key elements of this approach are:

- a shared understanding of bullying as a problem
- a shared understanding of the different forms of bullying
- a shared resolve to eliminate bullying
- identification of bullying problems in the school and community
- the development of a whole school anti-<sub>4</sub> bullying policy

- the creation of a ‘telling’ environment and the use of a range of interventions to address incidents when they happen
- recognition by staff of their role in creating an anti-bullying ethos and to act as positive role models for pupils
- creating classrooms that are safe and supportive
- organising help/support training if necessary
- discrete PSHE lessons and Values based Education in family groups
- Student Role and Responsibility: Oak View’s School Council,
- Classroom buddies for new arrivals and Playground Buddy Leaders
- Staff mentors for individuals
- Direct teaching of the use of social network and cyber bullying

## 6. Interventions

At Oak View in all bullying incidents several key steps may be taken:

- pupils must report bullying incidents to a member of staff
- the bullying behaviour is identified and stopped quickly
- the safety of pupils and staff is ensured
- the victim (s) is supported and cool-off time/space is allowed for the bully (bullies)
- the bully (bullies) will be helped to accept responsibility for their behaviour and may be asked to apologise
- if possible, the pupils will be reconciled
- the incident is reported to the class teacher/relevant staff (anecdotal evidence may be kept)
- All incidents must be reported on Cpoms in detail for the DSP or Deputy DSP to contact the parents in persistent or extreme cases. If necessary and appropriate the police will be consulted.

## 7. Outcomes

- Once the incident (s) has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Support/training may be provided for the victim (s) and bully (bullies) in order to learn new behaviours.
- In persistent/extreme cases, suspension or even exclusion will be considered.

It is the responsibility of the Governing Body and Head Teacher to oversee and monitor the effectiveness of Oak View’s Anti-Bullying policy.

## Help Organisations

<b>ChildLine</b> <b>www.childline.org.uk</b>	<b>0800 1111</b>
<b>Advisory Centre for Education (Mon – Fri 2 – 5 pm)</b>	<b>0808 800 5793</b>
<b>Children’s Legal Centre</b>	<b>01206 873820</b>
<b>Kidscape (Parents’ Helpline Mon-Fri 10 – 4 pm)</b> <b>www.kidscape.org.uk</b>	<b>0845 1205 204</b>
<b>Parentline</b>	<b>0808 800 2222</b>
<b>Children’s Legal Centre</b> <b>www.childrenslegalcentre.com</b>	<b>01206 873 820</b>
<b><i>Anti-Bullying Campaign</i></b> <b>www.bullying.co.uk</b>	<b><i>020 7378 1446</i></b>
<a href="http://www.anti.bullyingalliance.org.uk">www.anti.bullyingalliance.org.uk</a> <a href="https://www.familylives.org.uk">https://www.familylives.org.uk</a> <a href="http://nspcc.org.uk">nspcc.org.uk</a>	