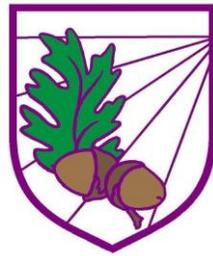


Revised: May 2016

OAK VIEW PRIMARY & NURSERY SCHOOL



ANTI BULLYING POLICY

CONTENTS

- 1. Policy Statement and Aims**
- 2. Definition of Bullying**
- 3. Objectives**
- 4. Signs and Symptoms**
- 5. Prevention**
- 6. Interventions**
- 7. Outcomes**

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. At Oak View all staff 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). 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.

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)
- **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** - against different groups on grounds of ethnicity, religion, belief or gender identity, sexual orientation or disability

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-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, School Captains and Play Leaders, KS1 buddying.

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 identified₅ 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 reported incidents of bullying must be recorded on our incident report sheet by staff found on the staff drive - Initial investigation form 1, Report and Monitoring Form 2 and Action and support for bully and bullied) A copy of copy of each is logged in SIMS as an attachment and emailed to the Head and Deputy Head.
- in persistent or extreme cases parents will be informed and asked to come in to school to discuss the problem
- 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

ChildLine

0800 1111

www.childline.org.uk

Advisory Centre for Education (Mon - Fri 2 - 5 pm) 0808 800 5793

Children's Legal Centre

01206 873820

Kidscape (Parents' Helpline Mon-Fri 10 - 4 pm)

0845 1205 204

www.kidscape.org.uk

Parentline

0808 800 2222

Children's Legal Centre

01206 873 820

www.childrenslegalcentre.com

Anti-Bullying Campaign

020 7378 1446

www.bullying.co.uk