

Oakmere Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be investigated and dealt with promptly and effectively.

Objectives of this Policy

The aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils and parents:

- have an understanding of what bullying is;
- know what the school policy is on bullying, and what they should do if bullying arises.
- know that as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- know that: **Bullying will not be tolerated.**
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What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, which is unprovoked, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim. Victims of bullying could be adults as well as children.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence or damage to another's property
- SEN - unkind remarks over appearance, health conditions, disabilities or home circumstances
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on, the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet ,such as email & internet chat room misuse. Mobile threats by text messaging & calls

The school will deal with bullying by:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is.
- Making clear that a zero tolerance approach to bullying is in place in school.
- Encouraging children to report incidents without feeling they are telling tales.
- Stressing the role of the bystander – the person who can intervene and help the situation. We encourage the bystander to get involved as opposed to watching and colluding any bullying they witness.
- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.
- Rewarding positive behaviour and relationships as outlined in our Rights Respecting Behaviour policy and through individual class reward systems.
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through assemblies and PSHE teaching.

- Develop children's own perseverance, resilience and patience through a PSHE curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupil to play with during school breaks and through the use of playground peer support.

When dealing with bullying, staff will:

- Respond sensitively.
- If the initial contact is not at an appropriate time then agree with the parent/child when it will be discussed further.
- Investigate the incident.
- Pass on details to the class teacher as soon as possible.
- Record all incidents of bullying for both parties, victim and bully, on CPOMS as soon as possible
- In the first instance meet with the bullies and victims individually.
- If appropriate facilitate a meeting between the bully and victim as an opportunity for the bully to understand how their actions have affected the life of the victim.
- Should the incident be repeated then the parents of both the victim and bully should be contacted as soon as possible, initially by the Inclusion Mentor.
- In more serious cases, or if a pupil is repeatedly bullying, involve the Headteacher who will support the investigation and actions that need to follow.
- Where appropriate liaise with other members of the senior leadership team to support the options available to support the victim and/or the bully.

Pupils who have been bullied will be supported by:

- offering an appropriate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- the bully will be encouraged to understand how their actions have caused distress and anxiety
- bullies are to be disciplined in line with the school's behaviour policy; this may involve the following sanctions: Exclusion from certain areas of the school at certain times; Fixed Term Exclusion Permanent Exclusion

We will ensure all actions are fully communicated to the relevant parties. The Senior Leadership Team are available to ensure the victim is supported in rebuilding their confidence. Support for the both parties may include Inclusion Mentor intervention, playground peer support, liaising with parents or referrals to outside agencies.

Monitoring and Review

- Oakmere School's Anti-Bullying policy is in-line with Local Authority and DCSF Guidelines as well as other best practice organisations such as Kidscape. All safeguarding policies are reviewed every year to assess their effectiveness. Input from relevant stakeholders such as parents, pupils, PSHE lessons and assemblies, Parent Voice, the PTA staff and governors is encouraged.
- The number of bullying incidents are monitored by the Headteacher and reported to governors.

- Should any parent feel that this policy has not been adhered to fairly and with the best interests of all children in mind, then they have the right to review the matter with a member of the governing body under the schools' complaints procedures.

Further Guidance for Children:

- Be a buddy not a bully
- If you see someone being bullied - help them or tell an adult
- If you are being bullied TELL SOMEONE!
- Speak to an adult in school – choose an appropriate time to do thisdon't exaggerate, be honest and stick to the facts. Write it down or draw a picture if it helps you explain. If it does not stop – tell the teacher again.

Further Guidance for Parents: If your child tells you they are being bullied:

- Listen to your child.
- Try not to overreact.
- 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 or the school's Inclusion Mentor yourself.

Signs and Symptoms

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

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- always feels ill in the morning
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Help from Outside Agencies:

You may find the following websites useful:

www.bullying.co.uk

www.bbc.co.uk/education/archive/bully

www.childline.co.uk

www.antibullying.net www.kidscape.org.uk

You may find the following telephone numbers useful:

Advisory Centre for Education (ACE) 0808 800 5793

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

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