

The Oak Tree Federation Anti-Bullying Policy

January 2019

Statement of Intent

We are 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 and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying usually happens over a period of time. Unkind behaviour that is not continuous, is not bullying, but will still be dealt with.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- 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
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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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
- 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)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- 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.

Procedures

1. If a child feels like they are being bullied, they report the behaviour to an adult in the school. If another child recognises signs of bullying, they report the behaviour to an adult in school. If an adult recognises signs of bullying, they report the behaviour to the class teacher or other appropriate adult.
2. The adult will investigate what has happened by asking questions and making notes with the children involved. Using the information gathered, the adult will decide if bullying has occurred.

If bullying hasn't occurred, the adult will still deal with the matter in an appropriate way, following the behaviour management policy.

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If bullying has occurred, the adult will continue to follow the procedures below.

3. The incident will be recorded on the record of bullying incidents.
4. Where necessary, there will be opportunities for reconciliation and apology. There may also be behavioural consequences.
5. Children will be monitored by staff through raised awareness at staff meetings.
6. There will be follow up meetings for the parents and child.

Prevention

Pupils are taught about how to be a good friend and what that looks like in action. The Golden Rules are shared at the beginning of every term, displayed around the school and referred to on a regular basis. Pupils will learn about bullying and its effects in PSHE lessons, Circle Time and special anti-bullying activities and is also revisited in other subjects and activities throughout the curriculum.

Policy Written: January 2016

Policy Reviewed: November 2017, November 2018, January 2019

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

<http://www.ace-ed.org.uk>

Children's Legal Centre

<http://www.childrenslegalcentre.com/>

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

www.kidscape.org.uk

Family Lives (formerly Parentlineplus)

<http://www.familylives.org.uk/> or

www.bullying.co.uk

Youth Access

<http://www.youthaccess.org.uk/>

Bullying Online

www.bullying.co.uk