



Oakwood Primary Academy

ANTI-BULLYING POLICY

Rationale:

Our rationale is to make all children feel safe and secure within Oakwood Primary Academy. Bullying undermines relationships and is not conducive to the learning environment. Therefore, bullying is not only undesirable, but unacceptable.

Aims:

- To make it clear that all forms of bullying are unacceptable.
- To enable everyone to feel safe whilst at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying and ensure all staff feel supported in doing this.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the community.
- To ensure all members of the school community feel responsible for combating bullying.
- To maintain and develop effective listening systems for pupils and staff within the school.

Reasons for bullying:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs or disabilities.
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation including lesbian, gay, bisexual or transgender.
- Bullying of young carers or looked - after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

The Government defines bullying as:

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

(Safe to Learn: Embedding anti-bullying work in schools)

Types of bullying:

Bullying can be:

- Physical – punching, kicking, hitting, pinching, spitting or any use of violence.
- Verbal – name calling of victim or their family, sarcasm, rumour spreading and teasing.
- Emotional – excluding from groups, games or work, tormenting (i.e. hiding or damaging belongings, threatening gestures), being unfriendly and inciting others to be unfriendly.

- Racial – racial taunts, graffiti and gestures.
- Sexual – unwanted physical contact or abusive comments.
- Cyber – threatening or abusive texts or e-mails. (BE CAREFUL WHO YOU GIVE YOUR DETAILS TO)

Signs of bullying:

The child may:

- behave out of character
- be frightened to walk to or from school.
- be unwilling to go to school.
- be showing signs of struggling with school work.
- be withdrawn or start stammering.
- have books, clothing torn, lost or damaged.
- become distressed or stop eating.
- cry easily.
- become disruptive or aggressive.
- have possessions or money that regularly goes missing.
- start stealing money.
- be frightened to say what is wrong.
- have a 'mystery' illness.

Tackling bullying:

The child:

- *Tell an adult or somebody you trust immediately.*
- Never fight or verbally abuse back. This may make the situation worse and lead to you being in trouble too!
- Try to stay calm and look confident.
- Get away from the situation as soon as possible.
- Keep on speaking out until someone listens or takes notice.
- Never blame yourself for what has happened.

If it is cyber-bullying then the child should:

- *Tell an adult or somebody you trust immediately.*
- Be careful who you give personal details to, including mobile number and e-mail address.
- Save or make a note of exactly when any threatening message has been sent.

Other children:

- Take action! Watching and doing nothing looks as if you are on the bully's side and makes the victim feel worse. (Never fight or verbally abuse the bully as this may lead you to be in trouble too!)
- If you feel you cannot get involved, tell an adult immediately. The adult will know how to deal with the situation without getting you into trouble.
- Do not be, or pretend to be friends with a bully.

The school:

- Involve all staff in dealing with incidents of bullying effectively and promptly.
- Equip all staff with the skills necessary to deal with bullying.
- Ensure that all incidents of bullying are reported to the senior management team as soon as possible, who will ensure they are dealt with promptly.
- Record all incidents on the data-base and monitor the information and take any necessary actions.

- Communicate effectively with parents/carers.
- For serious incidents the school may consult the police.
- Will consult with and provide a child/parent friendly version of this policy.

The parents:

- Speak to a member of staff about any concerns. They will take your concern seriously and will follow school procedures.
- Be clear about exactly what your child has told you, including names, times and dates if you can.
- Keep in touch with the school and let them know if the situation gets any worse or improves.
- If you are not satisfied with the outcome follow the school's complaints procedure.

Dealing with bullying:

The following is a list of actions available to staff depending on the seriousness of the situation. The emphasis is always on a caring and supportive approach as bullies are often victims too.

If bullying is suspected:

- Talk to the suspected victim and any witnesses.
- Identify the bully and talk about what has happened to discover why they became involved. Make it clear that bullying is not tolerated at Oakwood Primary.
- If the bully owns up then sanctions and procedures as outlined in the behaviour policy will be followed.
- Incidents of bullying are recorded as such in the school incident log.
- If the suspected bully does not own up, investigate further. If it is clear that they are not telling the truth, continue with the procedure.
- Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the incident log.
- Provide the victim with appropriate support.

Strategies for children:

The child should be aware of the school rules, agree with them and be encouraged to take responsibility for their own actions. They should understand that bullying is very wrong and that they should never feel ashamed to tell if they are bullied. Children are encouraged to follow the anti-bullying code developed in conjunction with the Oakwood Primary Academy Council. This will be displayed in all classroom and communal areas.

This policy will be reviewed annually by the School Council, Parents and staff.

Date: April 2017
Review: April 2019

Anti-Bullying Code

We all have a right to feel safe and secure in our school. If we are being bullied, then this right is not being respected. If you or anyone else is being bullied, please follow these steps:

- Stay with others if you feel unsafe.
- Avoid fighting back.
- Walk away calmly.
- Always tell someone.

You can:

- Tell an adult near by.
- Tell your teacher.
- Tell an adult you trust.
- Tell a parent/carer or relative, or someone you trust at home.
- Tell a child near by.
- Tell a friend.

If you do not feel comfortable telling anyone you know then you can always ring CHILDLINE (0800 11 11) who offer confidential advice and support for children.

REMEMBER! If someone tells you they are being bullied or you see someone being bullied, you must tell an adult as soon as possible.

You have a right to be safe.
If you tell, you will be safe.

This policy links closely to the School's PSHCE policy, Quality and Diversity policy and Behaviour policy. We have also taken into consideration guidelines from Stonewall regarding homophobic bullying.