

Oxspring Primary School
Head Teacher: Mrs S. Irwin
Co-Chair of Governors: Mrs G. Mahoney and Mr C. Gratton-Rayson
Date: May 2022
Review date: May 2023



'Learn, Endeavour, Aspire, Respect, Nurture'

ANTI- BULLYING POLICY



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Our School's Mission: 'To be a learning community with a culture of ambition and achievement'

Our Vision: 'Embracing Learning - a school for all'

Our motto: 'Learn, Endeavour, Aspire, Respect, Nurture'

Our Values:



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Introduction

Oxspring Primary School is a caring and open school and has an inclusive approach to our provision. Our aim is always to involve all our children and stakeholders in all areas of the curriculum and school life. In accordance with our Disability Equality Scheme, we recognise that this may mean making special adaptations or arrangements from time to time for children with specific disabilities. We welcome the involvement of disabled adults in all areas of school life.

This policy should also be read alongside the Behaviour Policy and the latest version of Keeping Children Safe in Education.

Aims of this policy

Everyone at Oxspring Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support a no-bullying ethos.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. At Oxspring, we aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and build an anti-bullying ethos in the school. We are also keen to work with pupils, families and staff to develop a greater understanding around what constitutes bullying and what are more commonly referred to as friendship issues, falling out or stand-alone incidents. Where it is proven, there can be no justification for bullying and Oxspring Primary School operates a zero tolerance policy.

Responsibilities

Staff:

- to investigate all serious incidents, informing parents and completing the Incident Report Form (this will be updated to the use of CPOMS in summer term 2 2022). The form should be returned to the Headteacher.
- to instigate the appropriate strategy to tackle the incident

Parents:

- to report concerns about bullying appropriately to the school ASAP
- to support the appropriate strategy instigated by staff
- to communicate as appropriate with the School

Pupils:

- to report to an adult in school, any incident either witnessed or which they have become aware of

Governors:

- to review the Anti-Bullying Policy on a regular basis to ensure the relevant systems are in place and being operated effectively
- to nominate an individual Governor with responsibility for bullying
- to review and discuss incidents at Governing Body Meetings

What is bullying?

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the people concerned to defend themselves. This can take the form of name-calling, hitting or kicking, making a fool of someone, teasing or sending nasty notes, threatening violence, damage to another child's property, isolation, ridicule, extortion, or indirect action such as spreading unpleasant stories about

someone. The hurt can be physical or psychological, inflicted by one child or a group. Bullying may be of the homophobic or cyber nature.

Bullying can involve the following issues: Race/culture, class (wealth, poverty, speech, clothing) religion, disability, gender, homophobia. It can take place in school, out of school or be of a cyber- nature. BUT it is NOT bullying when two children of similar age and strength have the occasional fight or quarrel.

Strategies for Tackling Bullying

Prevention is better than cure so at Oxspring we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. The Jigsaw PSHE scheme, circle times, Pupil Parliament and assemblies are all possible starting points for discussions about bullying. Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. All reported incidents of bullying will be investigated and taken seriously by staff members.

A record will be kept of incidents on an Incident Report Form (CPOMS from summer term 2) and parents will be informed. Incidents will be analysed and reported to Governor's and also recorded on the annual S175 form which is sent to the Local Authority.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help to encourage children to find their own solutions. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as circle time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Using a buddy system, or peer counselling possibly with pupils who already hold a position of responsibility, such as Pupil Parliament members can also be beneficial.

Parental Involvement

All concerns and problems with regard to bullying in school should be communicated to the Headteacher who will deal with them sensitively. It is very important for all our school community to realise that bullying is a very serious issue and is taken very seriously. The parents of bullies and their victims will be informed at the earliest opportunity of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The perpetrator will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school in line with DFE and LA guidance).

Children are reminded regularly that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

Monitoring, Evaluating and Reviewing the Policy

We believe it is essential to regularly review this policy to ensure we are in a position to strengthen our approach to this issue. The Governing Body will be responsible for reviewing the policy on an annual basis. Where necessary we have and will call on outside resources such as the Behaviour Support Service etc. to support our actions.