ANTI-BULLYING POLICY

AUTHOR	REVIEWED	NEXT REVIEW
R. HORTON	JANUARY 2023	JANUARY 2024

OULTON
PRIMARY SCHOOL

At Oulton Primary School 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 always unacceptable and is not tolerated. We believe that an Anti-Bullying policy and a standpoint of zero tolerance to this problem leads to a preventative and proactive approach throughout the school.

What is bullying?
Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

Verbal: Name calling, persistent teasing, mocking, taunting and threats.
Physical: Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.
Emotional: Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
Cyber: Cyber bullying is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation *(see e-safety policy for more information)*

Who gets bullied?
Children and young people can be targeted for any reason, but these could include:
Racism: Bullying based on ethnicity, skin colour, language, religious or cultural practices.
Sexuality: Discrimination based on sexuality and/or gender identity.
Sexual: Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could include pressure to send images of a sexual nature.
Disability: The bullying of children who have special educational needs and disabilities.
Based on 'difference': Bullying based on any real or perceived difference. This can include, but is not limited to factors surrounding the way someone looks or dresses, hobbies and interests, family set up, social behaviour.

Bullying is *not*:
A one-off incident: Bullying is persistent and repetitive, and generally fits a pattern of behaviour.
Mutual conflict: A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

What is peer-on-peer abuse?
Peer-on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children and within children's relationships. Peer-on-peer abuse can take various forms, including: serious bullying (including

cyber-bullying), relationship abuse, domestic violence, child sexual exploitation, youth and serious youth violence, harmful sexual behaviour, and/or gender-based violence.

Strategies we use to prevent bullying

At Oulton Primary School we believe that education about bullying is the most effective means of prevention. To this end we deliver the Anti-Bullying message through our school rules and behaviour policy, assemblies, PHSE lessons and Circle Time sessions, and Anti-Bullying Week and Safety Week. We also look for opportunities across the curriculum and during extra-curricular activities to reinforce this important message.

Additionally, our Learning Mentors work with individuals and small groups of children to develop aspects such as social skills, play skills, friendships, self-esteem, emotional regulation, empathy and positive learning behaviours. This work supports children to behave and interact positively in school.

All pupils at our school are encouraged to tell someone if they are a victim of bullying. All pupils at school are encouraged to inform a responsible adult if they know or suspect another pupil is the victim of bullying and posters around school remind children to speak to an adult if anything is worrying them. Children are also aware that they can speak to our Learning Mentors if they have any worries and have access to our 'help box' if they need to speak to a trusted adult.

We encourage parents/ carers to speak to us if they have any concerns about their child – if there is an issue, we aim to work with parents/ carers to resolve the issue as quickly as possible.

How do you recognise a victim of bullying?

Some of the signs include:

- reluctance to attend school
- reluctance to go out at playtimes
- reluctance to join particular lessons (eg PE / Games)
- complaints of feeling unwell
- deterioration of work, attention
- being withdrawn
- uncharacteristic behaviour or emotional displays
- wanting to remain in the company of adults

It is important to note that some or all of these characteristics can occur in children for a range of reasons. Many children who are not being bullied can display these difficulties.

It is vital that parents are aware of our policy and that they too take responsibility for keeping school informed.

Oulton Primary School procedure for dealing with incidents of Bullying

- Whilst staff at Oulton Primary School attempt to educate pupils about bullying and are aware of the preventative steps we as a school take to ensure that incidents of bullying are kept to a minimum, we acknowledge that on occasions there may be situations that arise that we have no control over i.e. if a pupil, for whatever reason, has not disclosed the fact that they are being bullied and staff have not noticed or been informed (by another pupil or parents) of any changes in behaviour. We will ensure that, once informed, staff will act quickly and decisively to deal with incidents. Staff will be vigilant in monitoring the children during all activities including break times and lunchtimes and all staff including Lunchtime Supervisory Assistants will be aware of and will follow the policy.

At Oulton Primary School we have set out the following procedures for staff to follow:

- Any act of bullying must be initially reported to the class teacher who must then investigate the incident and record the incident on C-POMS.
- If the incident is one of a serious nature, that cannot be dealt with by the class teacher or is an incident of repeated minor behaviour, the class teacher must report this to a senior member of staff i.e. Phase Leader, Deputy Headteacher or Headteacher, who will investigate the situation further.
- If it is found that bullying has taken place, sanctions may be imposed. These may involve the removal of privileges (such as playtimes, lunchtimes or Golden Time). In persistent or extreme cases a child may be excluded from school. (See Behaviour Policy)
- Following an incident of bullying, school will ensure both the victim is supported to ensure they feel happy and safe at school, and the perpetrator is supported to change their behaviour. This may be done through restorative discussions, 1:1 or small group work, or the development of a behaviour plan.
- Parents of both the perpetrator and the victim will be informed about what has happened and how school are dealing with the situation. Parents may be invited into school to meet with staff (and the pupil if appropriate) to discuss next steps and will be informed of any support or sanctions put in place.
- Any incidents with discriminatory overtones (Disability, Race, Faith/Religion/Belief, Sexual Orientation, and Transgender identity, as well as Alternative Subculture and Gender/Misogyny) must be recorded on C-poms. A member of the leadership team will then report the incident on the 'Stop hate UK' website which records and monitors discriminatory incidents.
- At Oulton Primary School we encourage pupils to be involved in developing their own solutions to bullying. We encourage pupils to become involved in the developing of class and school rules and make them aware that the school takes the issues of bullying seriously and has a zero-tolerance policy regarding the problem. The School Council regularly review the policy and procedures in place for Anti-Bullying and all children are asked to contribute through our class council systems. Teachers as well as pupils need a supportive school culture which deals effectively with such behaviour.