

OWSLEBURY PRIMARY SCHOOL POLICY DOCUMENT



NO. D40 ANTI-BULLYING – MAIN POLICY

Review History

Date of Update	Reason for Update	Next Update
Spring 2021	Scheduled update	Spring 2022
Autumn 2022	Scheduled update	Autumn 2023
Autumn 2023	Scheduled update	Autumn 2024
Autumn 2024	Scheduled update	Autumn 2025

Rationale

Owslebury Primary School is committed to promoting equality, diversity and an inclusive and supportive environment for its children and staff and upholds the rights of individuals to be treated fairly and with respect. We recognise that the most effective way of minimising bullying is to provide a warm, caring and safe environment, through the ethos of the school and our key values of nurture, collaboration, respect, aspiration and resilience. Every child and member of staff at Owslebury Primary School should be valued and be able to learn and work without anxiety or fear from bullying.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. 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, or their parents to ensure anti-bullying systems within school are triggered.

Aims

Bullying is unacceptable at Owslebury Primary School and as such we aim to:

- Develop an ethos in which bullying is regarded as unacceptable and where everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported;
- Provide a safe and secure environment in which all can learn and work without anxiety, humiliation, harassment, oppression or abuse;
- Respond effectively to any bullying incidents that may occur;
- Ensure all children, parents, staff, governors and others connected with the school are aware of our opposition to bullying and know that appropriate action will be taken if bullying occurs;
- Ensure that everyone takes responsibility for the prevention and elimination of bullying in our school.

What Is Bullying?

We recognise that perceptions of what constitutes bullying behaviour can vary between individuals and recognise the importance of a whole school community definition. Bullying is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context may seem trivial. There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful or threatening behaviour

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- It is repeated over a period of time (S.T.O.P Several times on purpose)
- It is difficult for those being bullied to defend themselves

As a community we have worked together to clarify and develop a shared understanding of what constitutes bullying behaviour. Our shared definition states that we believe bullying is:

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Other behaviours may also occur which cause harm (sometimes unintentionally) to individuals without constituting bullying. We recognise the importance of developing clarity around this distinction to ensure that all incidents are resolved appropriately and effectively. Examples of this behaviour include:

- Harm caused accidentally
- Minor disputes
- Occasional friendship difficulties
- Occasional loss of temper/angry responses to an incident
- Teasing/making jokes where there is no intention to upset another individual

These incidents will be resolved using a restorative approach where all parties involved are able to discuss the incident in order to reach an agreement which is acceptable to all individuals involved and which enables them to accept responsibility for their own actions and consider how to avoid the same situation in future.

Cyber Bullying

Our school community has a clear awareness of the risks posed to pupils from cyber bullying and recognises the shared responsibility we have to ensure its prevention.

We recognise that cyber bullying can:

- be conducted in a variety of different ways including via mobile phones, social media sites and the internet;
- be carried out anonymously and/or by people completely unknown to the receiver;

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- be carried out by people of all different ages; be carried out at any time of day or night; sometimes be unintentional, eg becoming the mistaken recipient of a message.

To prevent cyber bullying the school will:

- regularly promote awareness of the risks of cyber bullying and safe practices when using technology through regular assemblies throughout the year;
- ensure that the Computing Curriculum teaches children how to recognise cyber bullying and how to use ICT safely through a specific e-safety strand and as an integral part of any teaching and learning for ICT;
- ensure that any related policies, including the “Acceptable Users Policy” make specific reference to anti-bullying procedures;

Should any incidents or suspected incidents of cyber bullying occur, they will be dealt with following the procedures outlined in this policy and will be logged by the Headteacher.

Strategies to Prevent Bullying

Everyone is responsible for ensuring that bullying is not tolerated at Owslebury Primary School. As a community we have a complete commitment towards promoting and implementing the most effective strategies to prevent bullying. These strategies include:

- promoting a strong school ethos which encourages mutual respect and consideration for all individuals through our values which are reinforced through assemblies, classroom practice and playtime provision and supervision;
- whole school and class assemblies which regularly promote our values and keep anti-bullying initiatives (including e-safety) high profile;
- ensuring our curriculum reflects our equal opportunities policy in the programmes of study for different subject areas, whilst addressing an anti-bullying focus more specifically through a continuous e-safety strand in our computing curriculum and a well-designed PSHE curriculum. We also take part in anti-bullying week each November.
- A child friendly anti-bullying policy which is produced by the school council.
- Worry boxes which are situated in each classroom allow children to pop a confidential note to express their worry. These are checked by the class teacher regularly.
- ensuring all staff, both teaching and non-teaching staff, are aware of those vulnerable groups or individuals in school through regular communications
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. ELSA (emotional literacy support assistant)
- An up to date positive behaviour policy which is applied consistently across the school
- monitoring of behaviour and a swift response to any concerns to ensure any issues can be identified and resolved quickly;
- promoting the self-esteem and confidence that children need to feel confident to ask for help if they need to;
- planning and leading designated PSHE sessions within classes to cover the PSHE curriculum or deal with any specific issues arising;
- ensuring that playtime provision is designed to promote purposeful play and co-operation between children;

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- involving children, through designated peer mentors, in providing peer support for children on a daily basis;
- communicating the school's anti-bullying measures and approach to behaviour management to parents regularly via letters and workshops;
- involving the whole school, including Governors, in reporting the effectiveness of anti-bullying measures and identifying any areas for improvement;
- ensuring the Anti-Bullying Policy is shared with all staff, parents (via the school website) and children (pupil version) so that they are clear on the anti-bullying measures in place, and the policy is reviewed annually to ensure it remains as effective as possible.

Reporting bullying/bullying concerns

At Owslebury Primary School we are committed to tackling any incidents of bullying, or suspected bullying which do arise very seriously. It is the responsibility of any member of our community to report concerns they have about bullying or suspected bullying, including:

- children who are encouraged to report bullying to a trusted adult, their class teacher/LSA, peer mentor
- class teachers
- support staff team who should report concerns to teachers or SLT
- Parents who should receive immediate acknowledgement of their concern

It is important that any individual who may have received bullying behaviour, feels safe to report any concerns they have as soon as possible. Information about clear communication channels for reporting any incidents are shared with children and parents.

Responding to bullying/bullying concerns

All staff will respond calmly and consistently to all allegations and incidents of bullying at Owslebury Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The exact course of action will vary with each situation but the main objectives should be that bullying incidents are identified, brought into the open, recorded, discussed and that strategies are agreed to help resolve the problem. In all incidents of bullying observed, disclosed or suspected, Owslebury Primary School will operate a three phased approach.

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Phase 1	Action:	Who:	Ideal Time frame (or as soon as practicably possible)
	Concern raised and passed on by any member of the school community, staff, pupil or parent.	DSL or Deputy DSLs (DDSL)	Within the day of concern.
	Concern uploaded onto CPOMS	DSL or DDSL	Within the day of concern.
Phase 2	Concerns investigated, including pupil interviews with children involved:	Member of staff assigned to investigate by DSL/DDSL	Within the day of concern.
	<p>The investigator will:</p> <ul style="list-style-type: none"> • Make it clear that the bully's behaviour is unacceptable and the bullying must stop; • The receiver of the bullying behaviour is made to feel safe and is given an opportunity to share their concerns fully with an adult; • As much information as possible will be gathered and recorded about any incidents, including from any possible eye witnesses; • The receiver is assured that they will be supported and kept safe; • Everything that happens is carefully recorded on incident forms to be kept on CPOMS 	Member of staff assigned to investigate	Within the day of concern.
	Inform parents that a concern has been raised in relation to their children.	Parents/carers, DSL/DDSL	Within the day of the concern
	Decide whether the concern raised constitutes bullying.	DSL/DDSL	Within the day of the report on CPOMS
	If the incident does not fit in with the definition of bullying outlined in the anti-bullying policy no further action should be followed and parents informed of decision.	DSL/DDSL	Within the day of the report on CPOMS
Phase 3	If the incident does fit in with the definition of bullying outlined in this policy a strategy will be put into place with time-bound targets.	Parents/carers, children, DSL/DDSL DSL/DDSL	Within the day of the report on CPOMS
	Parents will be informed of the strategy put into place and will be invited into school to discuss further. A monitoring period will be agreed upon by all parties	Parents/carers, children, DSL/DDSL	Within two days of the report on CPOMS
	Meet all parties involved to discuss how the strategies have worked.	Parents/carers, children, DSL/DDSL	Within 2 weeks of agreed strategies.
	If the bullying has resolved, the case will be closed, although with a period of 'light-touch' monitoring.	DSL/DDSL	Within 2 weeks of agreed strategies.
	If the bullying has not resolved, the case will remain open, and phase 3 will begin again	DSL/DDSL	Within 2 weeks of agreed strategies.

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Monitoring and evaluation of the policy

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires, pupil conferencing and School Council meetings.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Helping children deal with bullying, by Jenny Mosley and Helen Sonnet.
Help! I'm being bullied, by Dr Emily Lovegrove

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111	www.childline.org.uk
Kidscape	020 7730 3300 08451 205 204	(general enquiry number) (helpline for adults only) www.kidscape.org.uk
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk

End Policy