



## Ombersley Endowed First School

### Policy on Bullying

#### 1 Principles and Values

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. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

At Ombersley we take every opportunity to promote a caring and supportive ethos where children and adults respect the views and needs of other individuals. The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definition of bullying:

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

It takes many forms and can include:

*Emotional:* being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

*Physical:* pushing, kicking, hitting, punching or any use of violence

*Racial:* racial taunts, graffiti, gestures

*Sexual:* unwanted physical contact or sexually abusive comments

*Homophobic:* because of, or focussing on the issue of sexuality

*Direct or indirect Verbal:* name-calling, sarcasm, spreading rumours, teasing

*Cyber bullying:* 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, Ipad, games consoles

Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

- In this policy bullying is defined as being:
  - i) Pupil to pupil
  - ii) Adult to pupil
  - iii) Pupil to adult

Adult to adult bullying is addressed in the School Code of Conduct, Whistleblowing and Handling Unreasonably Persistent, Harassing or Abusive Complainants Policies.

## 2 Aims and objectives

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. Everyone within the school community should be responsible for ensuring that education takes place in an atmosphere which is caring and protective.
- This policy aims to produce a consistent school response to any bullying incidents that may occur. To act immediately and positively to all reports of bullying, aiming to ensure everyone is able to attend school in safety and free from abuse, oppression and humiliation.
- To encourage pupils to discuss all incidents with staff, friends and family.
- To encourage vigilance in everyone to detect bullying behaviour.
- To provide help and guidance for both victims and bullies.
- To address the problem through education in the curriculum.

## 3 School Procedures

- Children are taught to discuss problems, self-discipline, and assertiveness, and to be personally responsible for their behaviour.
- Positive reward systems are used throughout the school, and if necessary appropriate sanctions such as the withdrawal of privileges are enforced.
- Pupils are taught the 'High 5' anti-bullying strategy of self-protective behaviours and these are displayed around school.
- All staff are advised to listen carefully and to discuss and to reason with pupils. This can take place independently, in Circle Time, assemblies and through Protective Behaviours.
- Pupils support each other through the School Council.
- All reported, observed or suspected incidents will be treated seriously and dealt with promptly.
- All incidents to be reported to the Headteacher and Class teacher via ancillary or teaching staff, and to involve parents when necessary. Relevant staff to monitor further developments – written records may be necessary.
- Pupils who have been bullied will be offered an immediate opportunity to discuss the experience with a member of staff who will reassure them and provide support to restore confidence.
- Pupils who have bullied will be helped by discussing what happened, establishing the wrong doing and the need to change. **These will be recorded on a behaviour recovery sheet.**
- Consequences will include official warnings to cease offending, isolation in class, loss of breaktimes, removal of privileges eg. Golden Time.

- Parents of bullies will be informed to help change attitude of the pupil. Advice from the Educational Psychologist or Behaviour Support Team may be sought if necessary.
- Pupils may be put onto a Pastoral Support Plan if they continue to bully. In extreme cases temporary or permanent exclusion may be considered.
- Parents of victims will be informed of action taken.

### **3 The role of governors**

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

### **4 The role of the headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished; the school also takes part in the annual National Anti-bullying Week.

The headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **5 The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

### **6 The role of pupils**

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Children may not be aware that they are being bullied; they may be too young or have Special Educational Needs.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Our School Council has developed its own anti-bullying code and helps to monitor its effectiveness.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- writing a set of school or class rules
- Writing a personal pledge or promise against bullying
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about what to do through scenarios of bullying
- having discussions about bullying and why it matters that bullies are dealt with quickly

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Go to the Friendship stop
- Write your concern and post it in the 'worry box
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given

## **7 Staff**

The school will not tolerate violence, threatening behaviour or abuse directed against school staff. If such incidents do occur, the school will take the matter very seriously, and take action in line with the LA's protocol on school and the police. (See also 'Policy for handling unreasonably persistent complainants)

## **8. Prevention**

At Ombersley we use a variety of methods for helping children to prevent bullying through class assemblies, PSHE and Citizenship lessons, SMSC Curriculum, Assembly Themes, Anti-bullying weeks, Friendship Stop, E-Safety Day, Worry Box, Children are also consulted through in-school pupil Questionnaires.

The ethos and working philosophy of Ombersley means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff will reinforce expectations of behaviour as a regular discussion.

Take part in Anti-Bullying week.

Staff to follow the equality policy; welcoming every child to our school. Staff must be careful not to highlight differences of children or an individual child. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Groups/gangs bring about the imbalance of power and must be broken up from around the central bully. Pupils are supervised by adults in school, at breaktime and lunchtime.

Staff must reinforce a general message that children do not have to be friends with

everyone else, but they must be respectful of everyone else's feelings.

## **9 Monitoring and review**

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying log, where incidents of bullying are recorded, and by discussion with the headteacher.

This policy will be reviewed every two years, or earlier if necessary.

**Signed: *C. Moore***

Date: June 2018

Review Date: Summer 2020

Please refer also to:

- i) Behaviour Policy
- ii) Safeguarding Policy
- iii) Equality Policy
- iv) Code of Conduct
- v) Whistleblowing Policy
- vi) Handling unreasonably persistent complainants policy