
The Olive Tree Primary School Bolton

Anti - Bullying Policy

December 2017

Introduction

This policy is relevant both in school and at all out of school activities, school trips, sport events, etc... It is to be used as a key vehicle for communicating and celebrating the anti bullying stance of the school with pupils, parents and the wider community.

The school will incorporate the anti bullying policy into staff handbooks, the school curriculum, whole school assemblies, PSHE lessons, and all school staff training as well as taking on board other opportunities to take awareness e.g. anti bullying week and targeted group work.

Aims and Objectives of the policy

- ❖ To clarify to pupils, staff and parents what bullying is and that is always unacceptable.
- ❖ To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss instances of bullying behaviour.
- ❖ To bring about conditions in which bullying is less likely to happen in the future.
- ❖ To reduce and if possible eradicate instances of all types of bullying.
- ❖ To clarify the reporting processes.
- ❖ To prevent, de-escalate and or stop any continuation of harmful behaviour.
- ❖ To safeguard the pupils who have experienced bullying and to trigger sources of support for the pupil.
- ❖ To provide support for perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. (DFES 2011).

Definitions of Bullying

Bullying can be defined as deliberately hurtful behaviour, repeating over a period of time and involves an imbalance of power leaving the victim feeling defenceless.

The main types of bullying can be identified as

- ❖ **Physical** – kicking, hitting, pushing and taking belongings.
- ❖ **Verbal** – name calling, taunting, making offensive comments.
- ❖ **Indirect** –excluding people from groups and spreading hurtful and untruthful rumours.
- ❖ **Cyber bullying** – the use of text messaging, emailing, videoing and internet usage deliberately to upset someone else.

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying.

Preventative strategies used by the school

We aim to have no instances of bullying in school. The school is a positive environment for staff, visitors and learners. In addition to the positive relationships the school also:

- ❖ Embeds relationship education into its teaching and learning practice (e.g. SEAL)
- ❖ Follows its Dealing with Racist Incidents Policy
- ❖ Encourages the 'Pupil Voice' i.e. in regular class circle time, mini ministers,
- ❖ Has a clear set of expectations for behaviour,
- ❖ Uses teaching time and Collective Acts of Worship to ensure children know:
- ❖ What behaviour is bullying and what is not and what to do if they (or someone they know) is being bullied.
- ❖ that reporting incidents of bullying (i.e. someone is getting hurt) is not 'telling tales'
- ❖ That all children have the right to feel safe and to say if something is happening that they do not like.

Procedures for dealing with a bullying incident

- ❖ All staff are to report any incident deemed to bullying to the Principal/Vice Principal
- ❖ Teacher who is the named person for incidents of bullying.
- ❖ An investigation would determine whether the incident is deemed to bullying or not. However, it will be recorded in the behaviour log.
- ❖ Appropriate sanctions and support will be put in place (see outcomes).
- ❖ The school offers support to any parents of pupils involved in anyway either where the child is a victim or perpetrator.
- ❖ We encourage parents who are concerned in any way to contact the school immediately.
- ❖ The Principal reports to the governors on a termly basis to ensure they are aware of any element of bullying within the school.

We will ensure that;

- ❖ Incidents will be reported confidentially.
- ❖ All involved in the incident are listened to emphatically by professional, parents /carer and peers.
- ❖ Victims of bullying are encouraged to report what has happened.
- ❖ Victims are reassured that it is not their fault and professionals will work in collaboration with parents/carers when appropriate.

Outcomes

- ❖ The child/children who bully will have their behaviour explained to them and will be asked to genuinely apologise.
- ❖ Other appropriate consequences will take place; see the behaviour policy for school sanctions.
- ❖ If possible the pupils will be reconciled.
- ❖ After the incident/incidents have been investigated, each case will be dealt with and monitored to ensure repeated bullying does not take place.
- ❖ The child's parents/carers will be informed if this is deemed necessary.

The role of the Principal

- ❖ It is the responsibility of the Principal 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 deal with incidents of bullying.
- ❖ The Principal reports to the governing body about the effectiveness of the antibullying policy on request.
- ❖ The Principal ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school and draws the attention of children to this fact at suitable moments.
- ❖ For example, if an incident occurs, the Principal may decide to use assembly as an opportunity to teach appropriate behaviour.
- ❖ The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- ❖ The Principal 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.

The role of the teacher

- ❖ Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- ❖ Teachers support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

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

The role of governors

- ❖ The governing body supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- ❖ The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.
- ❖ The governors require the Principal 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.

Teaching and Learning

School staff can raise awareness of and tackle bullying through;

- PSHE
- SEAL
- Creative Learning
- Circle Time Activities
- Whole School Assemblies
- Multi Agency Working
- Anti Bullying Week
- Play Leaders

- School Council

Links to this policy

Bullying will be linked with the following policies;

- Behaviour Policy
- Exclusion Policy
- Child Protection Policy
- ICT Policy
- E safety Policy
- CPD Policy
- Health Safety Policy

Monitoring and Evaluation

The school will monitor and evaluate bullying by;

- Keeping records of all incidents
- Analysing data from pupil surveys
- Parental complaints
- Discussions at staff meetings
- Feedback from worry boxes / class teachers
- School Council meetings

This policy has been written in line with DFE guidance "Preventing and Tackling Bullying – Advice for Principals, staff and Governors."

This policy will be reviewed annually.

Reviewed and Approved by Board of Governors 17/12/17