

**Believe
You
Can**

**the OliveTree
Primary School**

**Anti - Bullying
Policy**



The **OliveTree**
Primary School

Document Control

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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?

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, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social media networks and instant messenger services)

(DfE - 2023)

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. All instances of behaviour (including bullying) are recorded on CPOMs.

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. RHE)
- ❖ Encourages the 'Pupil Voice' i.e. in Junior Leadership Team (JLT) meetings and P4C.
- ❖ Has a clear set of expectations for behaviour through the school's Behaviour and Discipline Policy.
- ❖ Uses teaching time and school assemblies 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 DSL/Head of School and record on CPOMs

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- An investigation would determine whether the incident is deemed to bullying or not. However, it will be recorded on CPOMs.
- 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 following the Parental Concerns Procedure.
- The Head of School 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 school staff (and external agencies if required), parents /carer and peers.
- Victims of bullying are encouraged to report what has happened.
- Victims are reassured that it is not their fault and school staff (and external agencies if required) 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 apologise.
- Other appropriate consequences will take place; see the behaviour, discipline and exclusion 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 Head of School

- It is the responsibility of the Head of School 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 Head of School reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head of School 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 Head of School may decide to use assembly as an opportunity to teach appropriate behaviour.
- The Head of School ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Head of School 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. All records of any incidents are recorded on CPOMs and staff are aware of prior concerns.
- 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/Carers who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact the school following the Parent/Carers Concern Procedure,
- Parents/Carers 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 Head of School 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 Head of School to keep accurate records (on CPOMs) 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;

- RHE
- Creative Learning
- P4C
- Whole School Assemblies

- Multi Agency Working
- Anti-Bullying Week
- Junior Leadership Team

Links to this policy

This policy is to be read in conjunction with (found on the school website):

- Behaviour, Discipline and Exclusion Policy
- Child Protection 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 (CPOMs)
- Analysing data from pupil surveys
- Parental complaints
- Discussions at staff meetings
- Feedback from worry boxes / class teachers
- JLT 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 ??/??/??

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