

**Believe
You
Can**

**the Olive Tree
Primary School**

**Anti - Bullying
Policy**



The **OliveTree**
Primary School

Document Control

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Through our vision,

'The Olive Tree Primary School aims to provide its pupils with a broad, balanced and stimulating curriculum set within a caring and secure environment in which each member of the school community is valued, shown respect and encouraged to fulfil their potential.'

Introduction

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

The school will incorporate the anti-bullying policy into staff handbooks, the school curriculum, Collective Worship, Relationship and Health Education (RHE) 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/carers how bullying is defined and that it is always bullying 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 the 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
- aimed at protected characteristics

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 social media 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 the school's digital reporting system (CPOMs) under the relevant categories.

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, Sanction and Exclusion Policy](#).
- Develops pupil character through pupil leadership
- 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' and 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 be bullying, to the DSL/Head of School and record on the school's digital reporting system (CPOMs).
- An investigation would determine whether the incident is deemed to be bullying or not. However, it will be recorded on the school's digital reporting system (CPOMs).
- Appropriate sanctions and support will be put in place (see outcomes below).
- The school offers support to any parents/carers of pupils involved in any way either where the child is a victim or perpetrator.
- We encourage parents/carers who are concerned in any way to contact the school immediately following the Parental Concerns Procedure.

- The Head of School reports to the trustees 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 empathetically 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; refer to the Behaviour, Sanction and Exclusion Policy.
- 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 trustees 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, 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 the school's digital reporting system (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 through positive reinforcement including praising, rewarding and celebrating the success of all children.

The role of parents/carers

- 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 trustees

- The trust board supports the Head of School in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the trustees do 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 trust board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.
- The trustees require the Head of School to keep accurate records of all incidents of bullying and to report to the trustees on request about the effectiveness of school anti-bullying strategies.

Teaching and Learning

School staff can raise awareness of and tackle bullying through;

- Relationship and Health Education (RHE)
- Creative Learning
- Philosophy 4 Children (P4C)
- Collective Worship
- Multi Agency Work
- Anti-Bullying Week
- Junior Leadership Team (JLT)

Links to this policy

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

- [Behaviour, Sanction and Exclusion Policy](#)
- [Safeguarding and Child Protection Policy](#)
- [E-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 Trustees."

This policy will be reviewed annually.