

Policy Updated: October 2020

Review Date: October 2021



Olney Infant Academy

Anti-bullying Policy

At Olney Infant Academy we believe everyone has equal rights. As such everyone should be able to say:

- have a right to be treated with respect and kindness.
- have a right to be an individual within this school.
- have a right to feel safe.
- have a right to learn about myself and to express my views without fear.
- have a right to be valued and respected for my individual views without fear.
- have a right to help and support when I need it.

At Olney Infant Academy we believe that bullying is an anti-social behaviour that affects everyone. We are committed to providing a caring, friendly, and safe environment for all members of our school community so they can learn and work in a relaxed and secure environment without fear of being bullied. We actively promote a climate of co-operation and positive behaviour to reduce the number of incidents and likelihood of bullying occurring. This will enable our pupils and staff to reach their full potential. Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, all pupils and staff should be confident to tell someone about it and know that all incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell someone they trust.

Someone a child trusts may be:

- A parent/ carer or another member of the family
- A teacher or other member of staff
- A peer mentor
- A friend

Someone trustworthy may be:

- Good at listening
- Caring
- Responsible
- Helpful and supportive
- Understanding
- Calm

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is not one isolated incident; it is where a child is targeted repeatedly.

Bullying can be:

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

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

Racist - *racial taunts, graffiti, gestures*

Sexual - *unwanted physical contact or sexually abusive comments*

Verbal - *name-calling, sarcasm, spreading rumors, teasing*

Cyber - *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*

Diversity - *bullying related to Race, religion, culture, SEN, disabilities, appearance or health conditions, sexual orientation or bullying of young carers or looked after children.*

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. Pupils who are bullying need to learn different ways of behaving.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

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.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the head teacher, the teacher informs the child's parents.

All incidents of anti-bullying are logged on SIMS where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult

witnesses an act of bullying, they should consult a senior teacher who will look into the matter and record the event on SIMS.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavor to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as the social services and a Pastoral Support Plan may be decided to be initiated to try and prevent a possible permanent exclusion in the future. Teachers attempt to 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.

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 parent's feel that their concern has not been dealt with, they should make an appointment to see the headteacher. Should the concern remain, a parent should contact the chair of governors.

Procedures:

- Report bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff
- In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
- Help will be given to help the bully (bullies) change their behaviour and ensure repeated bullying does not take place.

Outcomes:

- Mediation between parties will take place and separate meetings with each party may also take place
- Strategies to prevent recurrence will be identified
- The bully (bullies) may be asked to genuinely apologise.
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- In serious cases, Fixed Term Exclusion may result.

Prevention:

We aim to prevent bullying through the development of self-esteem, the raising of awareness of the impact of behaviour upon others and through the expectation of tolerance, understanding and caring. These aims are achieved through:

- delivery of the PSHE and RSE curriculum
- school and classroom codes of conduct
- the aims and values of the school
- the example set by adults in school
- assembly time
- delivery of the RE curriculum
- explicit expectations of behaviour