

HORSPATH C of E Primary School

Anti-bullying Policy

Horspath C of E Primary School values and supports all of its members as individuals. It is a happy, welcoming and safe environment which promotes learning and self-confidence. We are a church school:

- Where children from all cultures and faiths thrive; learning skills and behaviours that will guide them their whole lives.
- That underpins teaching, learning and daily school life with the Christian values of forgiveness, respect for others, truth and responsibility.
- Where all children from every background have the very best that the school community can give them so that they are challenged and inspired to achieve their full potential.
- That encourages work and play opportunities across age ranges so that children and staff know everyone in the school community.
- That is a key member of our local community

Definition of bullying

Bullying is when an individual or group deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the target to defend against. Bullying may be;

- homophobic, biphobic,
- gender based, sexist, sexual and transphobic
- racism and religion
- this is not an exhaustive list. People can be bullied for any reason; because of the way they look, their age, because of a learning or physical disability for example.

Types of Bullying:

Bullying can take many forms, but three main types are:

- Physical – hitting, kicking, spitting, demanding money or belongings.
- Verbal – name calling, insults making racist, sexist, homophobic or offensive remarks.
- Indirect – excluding or ‘blanking’, spreading gossip, damaging property, offensive or abusive emails, text messages or posts on websites – known as ‘cyber bullying’.
- At Horspath School we consider that bullying someone by email or text messages is still hurtful and will be dealt with in the same manner as other types of bullying
- Discriminatory language is not acceptable and will be challenged- Repeated use will be considered bullying

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as

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bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Aims and objectives of this policy

- 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.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Signs of Bullying

Rather than telling an adult, children may indicate by signs and symptoms that they are the target of bullying. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from school
- Begs to be taken to school
- Changes the usual routine
- Is unwilling to come to school
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do less well in schoolwork
- Comes home with clothes or possessions damaged
- Starts stealing money
- Has dinner or other money 'lost' frequently
- Has unexplained cuts and bruises
- Comes home starving [more so than is usual]
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the mobile phone [or internet]

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

Dealing with Bullying

- If a child reports bullying it will be investigated by a senior member of staff. The following step by step procedures will be followed in all cases:

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- Initially, staff will listen and speak to all children involved about the incident separately. Appropriate initial action will be taken quickly to end the bullying behaviour.
- If bullying is by Text or social media the school will ask to see screen shots as evidence
- Appropriate advice will be given to help the target of bullying.
- Staff will reinforce to those displaying bullying behaviour that their behaviour is unacceptable and they will be given a warning. Those displaying bullying behavior will be asked to genuinely apologise for what they have done.
- Work will be done with those displaying bullying behaviour (for example with the ELSA lead or in circle times) to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying.
- In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue the Head teacher may make to decision to exclude the child. The parents then have the right to appeal to the Governing Body.
- Appropriate records will be kept of all incidents.

The school uses the OCC checklist for managing bullying incidents

<http://schools.oxfordshire.gov.uk/cms/content/policy-and-guidance>

This includes the use of the OCC form for recording incidents of bullying

[Form for recording prejudice-related incidents and bullying \(doc format, 116KB\)](#)

Disciplinary Steps

The school will take the following disciplinary steps:

- Those doing the bullying will be warned officially to stop.
- Name-calling / physical abuse carry fixed warnings and consequences in line with the school behaviour policy.
- Informing the bully's parents / guardians.
- Arrangements made for the bully to be escorted to and from school premises.
- If bullying continues, consequences will become more serious and may result in exclusion, (fixed term or permanent).

Prevention

- We will endeavour to do all we can to prevent bullying from taking place; -
- We ensure that there is always adequate supervision.
- During PSHE lessons, aspects of bullying will be discussed with pupils, along with the appropriate way of behaving towards each other times. This will be reinforced across the curriculum.
- Difference is recognised and celebrated.

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- The school will continue to operate its behaviour policy. We will encourage pupils to discuss how they get on with other people and to form positive attitudes towards others. This includes discussion on what friendship really is. We will encourage pupils to treat everyone with respect.
- We will be clear that bullying is a serious offence and take every opportunity to eradicate it from our school.
- We will continue to review this policy and its degree of success.

Responses to Bullying

If any degree of bullying is identified the following action will be taken alongside appropriate consequences:

- Help, support and counselling will be given to both the target of bullying and those doing the bullying.
- The target of bullying will be offered an opportunity to talk about the experience with a trusted adult as soon as is possible and encouraged to complete a personal network hand.
- Parents / guardians will be informed.
- Continuing support will be offered should he / she feels it is needed.
- Extra care will be taken to ensure relevant information is passed on at transition stages.

The role of governors

The governing body supports the headteacher 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 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.

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, asks for an investigation into the case and a report back to a representative of the governing body.

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 deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

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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 assembly as a forum in which to discuss with other children why this behaviour was wrong, and to discuss appropriate choices which should have been made.

The headteacher ensures that all staff receive sufficient training to be equipped to 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.

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 records on a central log of all incidents that happen in their class and that they are aware of in the school.

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

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 occurring.

Teachers deliver the 'Anti- Bullying' message through regular PSHE sessions and participate annually within the Anti – Bullying (Friendship) Week initiative.

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.

Policy Links

This policy links to the following:

- Safeguarding and child protection
- Positive behaviour
- E-safety
- KCSIE 2020

Monitoring and review

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

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying records, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Updated September 2020

Signed: