

Ore Village Primary Academy

ANTI-BULLYING POLICY

(To be read in conjunction with the Behaviour Policy)

Principles and Values

As a school, we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to as soon as they are reported.

At Ore Village bullying will not be tolerated. We are a 'TELLING SCHOOL' and encourage pupils to tell when they feel they are being bullied. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives of this Policy

- 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 the school policy on bullying, and follow it when bullying is reported
- All pupils and parents should know the school policy is bullying, and what they should do if bullying arises

The aim of this policy is to work together to ensure that our school is a safe place for children and adults.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Ore Village is considered to be unacceptable behaviour which occurs '**lots of times, on purpose**'.

Bullying can be short term or continuous over long periods of time. Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, hitting, punching, biting, or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments. Focussing on the issue of sexuality
Homophobic	
Direct or indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet such as email and internet chat ,Twitter, Facebook misuse etc Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles etc

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be due to:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Staff remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, they do not wait to be told before raising concerns or deal directly with the matter. Children may not be aware that they are being bullied because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Signs and Symptoms For Parents and Staff

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 (school phobic)
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- 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 and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place. Parents being informed about their child's behaviour are requested to support the school with any sanctions that it takes (See Behaviour Policy).

Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from the Education Support for Behaviour and Attendance Service (ESBAS) may be sought, counselling, reduced timetables, or even fixed or permanent exclusion will be considered.

Once the incident has been investigated and dealt with, it will be recorded on CPOMS and monitored to ensure repeated bullying does not take place.

Governors are kept regularly informed of the contents of this log.

Prevention

At Ore Village we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE and Citizenship lessons, SMSC Curriculum, Assembly Themes, and annual Anti-bullying weeks. Classes provide means in which children can communicate any concerns to staff, such as 'worry boxes', circle time, school council and so on.

The ethos and working philosophy of Ore Village means that all staff actively encourage children to have respect for each other and for other people's property.

Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff regularly discuss bullying, which reinforces to children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will also reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff will record and report each incident. In the case of racist bullying, this must be reported to the Headteachers. General incidences of bullying should be recorded on CPOMS - this would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Advice to Parents

As the parent of a child whom you suspect is being bullied

1. Report bullying incidents to the class teacher
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteachers notified
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. Attempts will also be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

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