# ST. NICHOLAS SCHOOL CHILD OKEFORD

## A CHURCH OF ENGLAND VOLUNTARY AIDED PRIMARY SCHOOL

**MISSION STATEMENT**
**Be the best you can be!**
*I can do all things through God who strengthens me.*
*Philippians 4:13*
Every voice heard, every day a new chance, everyone exploring opportunities.

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# ANTI-BULLYING POLICY

## <u>POLICY SUMMARY</u>

*At Child Okeford School, we work together to create a happy, caring environment where children want to come. Staff, parents and children are encouraged to report incidences of 'unhappiness' and bullying (including cyber bullying) to a member of staff as soon as they can, even when there is insufficient evidence to be totally sure. We are committed to responding to any reported incidents immediately and this includes supporting the perpetrator as well as the victim.*

| DATE ADOPTED | REVISION NUMBER | LAST REVIEW | NEXT REVIEW |
|---|---|---|---|
| June 2014 | 3 | November 2018 | November 2020 |

1. **Introduction**
   (1) Please read in conjunction with the following policies: Behaviour; Equal Opportunities; Safeguarding.
   (2) At Child Okeford School we acknowledge that bullying can occur in any community and share the following definition: "**Bullying is behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally or both.**"
   (3) Bullying can include: name calling, taunting, mocking, making offensive comments, kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
   (4) At Child Okeford School, we work together to create a happy, caring environment where children want to come. Staff, parents and children are encouraged to report incidences of 'unhappiness' and bullying (including cyber bullying) to a member of staff as soon as they can, even when there is insufficient evidence to be totally sure. We are committed to responding to any reported incidents immediately and this includes supporting the perpetrator as well as the victim.
   (5) Everyone is responsible for preventing occurrences of bullying and helping to resolve incidents quickly and effectively.

2. **Signs of bullying**
   (1) We are aware that certain children may be vulnerable and we aim to recognise early signs of distress e.g. children who have suddenly become withdrawn, whose work deteriorates, whose absence rate increases, who may want to stay with grown-ups or generally appear unhappy.
   (2) We realise that these signs of distress may also be indications of anxieties other than bullying e.g. family break up.

3. **When bullying occurs**
   (1) We take a caring approach by listening to all those involved .We believe that there is often a reason why people bully and that young children need to be given the opportunity to express the reason why.
   (2) We listen at length to the victim showing patience and understanding. The victim will often need reassurance that it is good and right to tell.
   (3) The victim also needs to know that the adults will help sort the problem out and will not allow bullying to continue.

4. **Procedures**
   (1) Find out:
       (i) discuss with victim listen-believe-act;
       (ii) identify perpetrator/ perpetrators, obtain witnesses if possible;
       (iii) discuss with the pupils concerned;
       (iv) discuss with Headteacher;
       (v) a clear account of the incidents will be recorded in behaviour log kept in the Headteacher's office;
       (vi) children causing concern are discussed weekly with the Senior Leadership Team, at staff meetings and regularly at other meetings e.g. TA and Lunchtime Supervisors' meetings;
       (vii) attendance is regularly monitored and concerns raised with staff and parents;
       (viii) parental complaints are recorded in the Headteacher's office; and

      (ix)   records of exclusions are also logged.

(2) Contact with parents: the Headteacher will decide whether to involve the parents at this stage. If and when parents are involved they will be asked to work together with the school in taking positive steps to resolve the problem.

(3) Monitoring the situation: the victim and perpetrator and parents will be made aware that action is being taken to help resolve the situation and that all parties have a responsibility to monitor the situation until everyone is happy that the situation is under control.

(4) Red alert system: the identified children will be put on 'red alert'. Everyone who works with the children (including at lunchtimes) will be watching to identify what actually happens and the information will be reported back to the Headteacher. This is usually for a few days but can be for up to a week. All information is discussed with staff and parents so that a satisfactory and positive solution can be found.

(5) Changing Behaviour:

      (i)   Strategies are used to help the perpetrator as well as the victim.

      (ii)  The perpetrator needs help in controlling his/ her behaviour in responding to situations in a socially acceptable manner and in recognising that adults are available to teach strategies to help provide support in other ways e.g. charts for good behaviour, parents checking each day to reinforce positive behaviour.

      (iii) Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and other subject areas, in an attempt to eradicate such behaviour. Through this curriculum we are also teaching the necessary skills and developing certain attributes within our children so they become increasingly able to deal effectively with anti–social behaviour and attitudes.

5.     **What happens in the case of a serious incident of bullying?**
At Child Okeford School we consider the following to be serious incidents and may result in exclusion or a referral to specialist support:

      (i)   threatening or actual physical assault;

      (ii)  threatening or actual sexual assault;

      (iii) using technology to bully and harass;

      (iv) theft;

      (v)  coercing others to commit a crime; or

      (vi) hate crime (for example, a racist attack).

6.     **Additional Help**

(1) The County Behaviour Support Team may be contacted to assist us in dealing with bullying.

(2) Many of the procedures in dealing with bullying are similar to those identified in our Behaviour Policy.