



## Anti-Bullying Policy

As a Rights Respecting School we recognise  
*(Article 28) All children have the right to education*  
*(Article 19) All children have the right to be protected from danger*  
from the UN Convention on the Rights of the Child.

We believe that all children have the right to attend school free from fear of bullying. Therefore we aim to create and maintain a secure and safe environment so that parents may send their children to school confident in the knowledge that they will be protected from bullying.

### Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

Staff, parents and children at Oxford Road work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

### Aims

- ✓ To provide a safe, caring environment for the whole school community, especially the children in our care.
- ✓ To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- ✓ To reassure children that they will be listened to and will know that it is all right to tell.
- ✓ To heed parents concerns and keep them informed of actions taken in response to a complaint.
- ✓ A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- ✓ To take appropriate action, including exclusion in cases of severe bullying.
- ✓ To monitor incidents of bullying during the school year by the headteacher.
- ✓ A separate list of any racist incidents will be kept.

### Help for victims and bullies.

The whole purpose of this policy must be to provide help for both the victims of bullying and also for those who are carrying it out. Whilst it may be necessary to impose the sanctions described later in this document to help resolve matters it must always be held in mind that our key aim in all strategies is not that of punishment but of help. It is our intention to ensure that bullying should stop and especially that

## Anti-Bullying Policy

the perpetrator should understand the hurtful nature of their actions and not reiterate similar bullying behaviour in the future.

Oxford Road Community School will accept none of the above behaviours from staff or pupils.

### **Ethos:**

Through the ethos of the school (ie relationships, modelling behaviour, use of assemblies, rewards and sanctions), children will be taught appropriate behaviour and social skills which reflect the ethos of caring for and valuing each other, and which raises their self-esteem. Opportunities to reinforce the anti-bullying message will be a natural part of the life of the school, as well as participating in special events eg. Anti-bullying week. The School Council will be actively involved in working on the message and posters will be displayed around the school and materials used for teaching and maintaining awareness.

### **Curriculum:**

The school will use assemblies and the curriculum as a vehicle to counteract stereotyping, cultural and religious prejudice (eg: circle time, PSHE, RE).

Each year group will have opportunities to explore the issue of bullying through the discussion, writing or acting out through drama how the victim, bully and bystanders should respond.

### **What are the different types of bullying?**

- ✓ Bullying related to race, religion or culture,
- ✓ Bullying related to special educational needs or disabilities,
- ✓ Bullying related to appearance or health conditions,
- ✓ Bullying related to sexual orientation,
- ✓ Bullying related to home circumstances and
- ✓ Sexist or sexual bullying.

Oxford Road Community School will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

### **Strategies for Dealing with Bullying**

In dealing with bullying, staff at Oxford Road Community School follow these fundamental guidelines.

- ✓ Never ignore suspected bullying.
- ✓ Do not make premature assumptions.
- ✓ Listen carefully to all accounts - several pupils with the same version does not mean they are telling the truth.
- ✓ Adopt a problem-solving approach that moves pupils forward from self-justification.
- ✓ Follow up proven cases to check bullying has not returned.
- ✓ Keep detailed records.

Strategies have been introduced at Oxford Road to reduce bullying. These strategies cover raising awareness about bullying and the Anti-bullying Policy, increased

## Anti-Bullying Policy

understanding for victims and teaching pupils how to manage relationships in a constructive way.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

In response to a complaint of bullying, the behaviour procedures of Oxford Road Community School should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures should be followed by the Head Teacher or a member of the Senior Management Team.

1. Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
2. Identify the bully/bullies and any witnesses.
3. Interview witnesses.
4. Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
5. If the bully owns up, make it understood that bullying is not acceptable at Oxford Road Community School and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying.
6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
7. Hold separate discussions with parents of bully and victim.
8. Provide a support programme for the victim with a mentor/named person (usually the head or deputy head) monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
9. Provide a support programme for the bully. This will include a behaviour support programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals.

### **Racial Bullying/Harassment**

Racial bullying will not be tolerated in Oxford Road Community School and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, the strategies in the Racial Equality Policy will be implemented. A full investigation will be carried out, recording incidents in the school incident book and on Reading LEA forms.

Oxford Road Community School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons, in Religious Education lessons and in school assemblies.

Oxford Road Community School guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LEA as required.

### **Special Education Needs or Disabilities**

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

## Anti-Bullying Policy

High attainers, gifted or talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

### Sexual Orientation

Sexual bullying can also be related to sexual orientation. Children do not have to be homosexual or bi-sexual to experience such bullying.

Strategies to deal with such bullying include:

- ✓ recording incidents on the incident form
- ✓ awareness by staff that homophobic bullying can occur
- ✓ challenging homophobic language and explore pupils' understanding - they might not understand the impact
- ✓ guaranteeing confidentiality and support for those being bullied
- ✓ implement behaviour procedures if the bullying warrants it.

### Sexual Bullying

Sexual bullying has an impact on both genders. A sexual assault will lead to the exclusion of the perpetrator from Oxford Road Community School. Sexual bullying is characterised by abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e. sexual harassment).

Strategies to deal with sexual bullying include:

- ✓ recording incidents on the incident form
- ✓ developing understanding of gender relations
- ✓ exploring sexism and sexual bullying in PSHE lessons
- ✓ using single-sex groups to discuss sensitive issues
- ✓ implementing appropriate behaviour procedures as appropriate.

### Bullying off the School Premises

Oxford Road Community School is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from our school action will be taken as if the incident has occurred within the school, and this includes informing parents.

If a child from Oxford Road Community School is involved in a bullying incident with a pupil from another school we will liaise with the other school to ensure that there is no reoccurrence. Where possible, Oxford Road Community School will support pupils who have been bullied, especially on their way to or from school, by pupils from another school or by other persons.

The following steps should be taken.

- ✓ Talk to the Head Teacher of another school whose pupils are bullying off school premises.
- ✓ Talk to the Police about problems on the local streets.
- ✓ Talk to pupils about how to avoid or handle bullying situations.

### Children's responsibilities

- ✓ To always report bullying of themselves or others - telling is okay
- ✓ To say no in a very loud voice
- ✓ To ask the bully to stop
- ✓ To tell a member of staff straight away
- ✓ To never join in bullying
- ✓ To reflect on their own behaviour and how they can show that they care for each other

## Anti-Bullying Policy

### Parents' responsibilities

- ✓ To contact the school if they are aware or suspect that bullying is taking place
- ✓ To encourage children not to be aggressive
- ✓ To support the school if further action needs to be taken

### Governors' responsibilities

To satisfy themselves that the school policy and systems are preventative, yet capable of dealing effectively with bullying, should it occur. We record and monitor incidents of bullying and evaluate their procedures on a regular basis. The Governing body undertakes its duty to ensure that all children who access services in their school, including those provided by contractors or community groups are safeguarded as they would be in school. The school reports racist incidents and exclusions where bullying is the cause.

### Monitoring

- ✓ Use of an annual questionnaire for pupils & parents - we always involve parents and carers in the development and implementation of anti-bullying strategies and procedures and regularly share policy through Curriculum Booklets. We always seek and act upon children's and young people's views in developing and implementing anti-bullying strategies and procedures.
- ✓ Discussion with children at school council
- ✓ SMT to monitor delivery of anti-bullying curriculum
- ✓ Opportunities to raise awareness and teach skills e.g. assemblies, Circle Time & Anti-Bullying Week.
- ✓ Annual review of policy and procedures

### Success Criteria

The success of the policy will be judged against the aims set out above. The policy will be reviewed annually and the Governing Body's Annual Report will report on the implementation of the policy.

The policy was approved by the governing body.

Signed:

Dated:

Reviewed and approved: November 2009

Reviewed and approved: November 2013

Reviewed: June 2015

## Anti-Bullying Policy

### Further information

#### Useful Documents and Resources

DFES Website	Up to date information about anti-bullying strategies
Teachernet	As above.
DfE	Preventing and Tackling Bullying July 2013
DfE	The Use of Force to Control or Restrain Pupils July 2013
Gov.Uk	The use and effectiveness of Anti Bullying Strategies in schools
Ofsted	Raising the Attainment of Minority Ethnic Pupils 1999
Anti-Bullying Alliance	Responding to Bullying among Children with Educational Needs and/or Disabilities
Childline.org.uk	

## Appendix C:

### Resources

- “Bullying - don’t suffer in silence. An anti-bullying pack for schools” DfEE 0064/2000
- “Promoting Emotional Health and Wellbeing through the National Healthy School Standard” (2004 ISBN 1-84279-263-6)
- Primary National Strategy, Social and Emotional Aspects of Learning - “Say No to Bullying” downloadable from [www.standards.dfes.gov.uk](http://www.standards.dfes.gov.uk)
- “Bullying: Effective action in secondary schools” Ofsted 2003
- Secondary National Strategy, Behaviour and Attendance Toolkit, Unit 4 Bullying. DfES 0511/2004
- Bullying unit of PSHE guidance Key Stages 1-4 ( 2005) available on [www.qca.org.uk](http://www.qca.org.uk)
- “Healthy Minds. Promoting Emotional Health and Well-Being in Schools” Ofsted July 2005
- [www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)
- [www.everychildmatters.gov.uk](http://www.everychildmatters.gov.uk)
- [www.wiredforhealth.gov.uk](http://www.wiredforhealth.gov.uk) (National Healthy Schools Programme)
- [www.teachernet.gov.uk/anti-bullying](http://www.teachernet.gov.uk/anti-bullying)
- [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)
- [www.kidscape.org.uk](http://www.kidscape.org.uk)
- [www.ncb.org.uk](http://www.ncb.org.uk)
- [www.schoolcouncils.org](http://www.schoolcouncils.org)
- [www.nspcc.org.uk](http://www.nspcc.org.uk)
- [www.childline.org.uk](http://www.childline.org.uk)

**Appendix D:**

**Procedure for all staff**

**Mediation**

Listen to the victim and give the victim a buddy

Talk to the victim individually; give them the opportunity to decide what they want to be done

Talk to the bully individually and ask what they can do to repair the situation

Talk to the bully and victim together, if the victim agrees

Agree a review date (next day/week) and continue this until the victim is happy for it to stop

Complete Bullying Record of Concern form and pass onto headteacher

If bullying continues, then parents are to be informed of how the incidents in school are being dealt with, using sanctions from the behaviour policy (eg: playtime exclusion). A positive target sheet may be introduced and the bully encouraged to write a letter of apology (KS2) or to draw a picture of how to help someone (KS1)

If bullying still continues, then the parents will be asked into school for a formal discussion to explain action taken, why and how they can support and reinforce that action. The consequences for bullies who fail to respond to help and support will also be explained.

Outside help is requested from appropriate agencies

A child may be excluded if they fail to respond to support