

be kind – be curious – be respectful

Anti-Bullying Policy



Oak Grange Nursery & Primary School



“Together may we give our children the roots to **grow**
and the wings to fly.”

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

At Oak Grange, children are taught the importance of the school's core values to create a safe and happy place for children to learn together. We therefore believe that:

- All bullying, of any sort, is unacceptable.
- Pupils who experience bullying will be supported.
- We actively promote an anti-bullying environment with staff, children and their families.
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This policy is linked with our Relational Behaviour Policy, which meets the requirements of Section 89 of the Education and Inspections Act 2006 which states that maintained schools must have “measures to encourage good behaviour and prevent all forms of bullying amongst pupils” and our Public Sector Equality Duty (PSED) contained within the Equality Act 2010 which requires us to have due regard to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it. It is also based on the Department for Education's guidance *"Preventing and Tackling Bullying, 2017"*

Bullying can take many forms, the main ones being:

Physical hitting, kicking, taking belongings

Emotional spreading rumours, intentionally being unfriendly or excluding

Verbal name calling, teasing, insulting child or family

Cyber mobile phone calls, texts, use of social media to intimidate, insult or upset

Bullying can be motivated by actual differences or perceived differences between children. It may be due to a prejudice against a specific group. Specific types of bullying include:

- Bullying related to race, colour, religion, culture or belief
- Bullying related to special educational need or disability
- Bullying related to appearance or health condition
- Bullying related to sexual orientation
- Bullying related to home or family circumstances, different family make ups eg. Looked after/ adopted children, children from lesbian, gay, bisexual or transgender families.

At Oak Grange any reported cases of bullying will be dealt with swiftly to ensure the best care and education for the children at school.

Preventing Bullying

A climate of anti bullying is created through:

- Weekly whole school assemblies where the core values of **respect, kindness and curiosity** are taught and children reflect upon how to show them through their own behaviours towards others.
- An anti bullying assembly each term where children are reminded of what bullying is and what to do if they feel themselves or others are being bullied.
- Weekly class assemblies that develop children's understanding of the world, learning to respect and value difference and diversity.
- PSHE lessons which have a progressive curriculum through school about what bullying is, it's impact and how to stand up against bullying.
- We promote the national initiative of anti bullying day each year.

Approved by: S.Coleman

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- Our learning mentors are available on the playground at play times and lunch times.
- All teachers challenge any derogatory behaviour or language to teach children how to show respect towards each other.
- The reflection process supports children to understand the impact their behaviour has on others with the aim that children do not repeat the behaviours - it is based on repairing and restoring.
- The curriculum promotes diversity and helps children develop a broad knowledge and respect for differences in communities such as religion, ethnicity, disability, gender or sexuality.
- There are play leaders who support children at lunchtimes and available to help any children who may be feeling left out or who need support to speak to an adult in school about a bullying issue.

Identifying Bullying

A child may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and 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) and begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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"
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet

All children and families should feel confident to report bullying without fear that further bullying will take place. Bullying can be reported to any adult in school that the child/ parent/ carer feels confident to tell- teacher, senior leader, learning mentor, lunchtime supervisor.

Dealing with bullying

Every case of bullying or suspected bullying will be logged on MyConcern and investigated by the Headteacher or Deputy Headteacher. Each case is individual and will be dealt with sensitively and swiftly. This may include talking with the victim and bully/ bullies, talking with other children who may have witnessed/ heard about incidents and parents will always be contacted.

Dealing with incidents of bullying

Victims of bullying will always be given support, staff will reassure children that they are safe and the bullying must not continue.

Perpetrators must also be given support to ensure their attitude and behaviour can be improved for the future. However, consequences will also be put in place in response to the behaviour.

All the children involved should be part of the discussions leading to a positive resolution. Honest group discussions with a supportive adult should aim to resolve the situation and identify a positive way forward. Staff should ensure that they follow up any actions put in place and are vigilant to ensure no further bullying takes place. Victims parents should be kept up to date and communicated with regularly as well as parents of the child/ren bullying.

Logging and Monitoring cases of bullying

All cases of bullying are logged on My Concern (including cyber bullying), this information is monitored weekly by the DHT so any patterns of persistent behaviours can be identified. If any pattern of bullying was identified it would be addressed immediately.

Links to other policies and key documents:

- Relational Behaviour policy,
- Safeguarding & Child Protection policy,
- Exclusion policy,
- Complaints policy,
- PSHE Policy.
- KCSIE Policy