Olive Hill Primary School

A member of Stour Vale Academy Trust

Anti-Bullying Policy
June 2023

Working together to prevent and tackle bullying: the responsibility of EVERYONE.

Policy Tracker – Responsibility for monitoring this policy: Local Governing Body (Reviewed **annually** or in response to changes in legislation or operating procedures)			
Date	**Reviewed By:**	**Role**	**Date Approved by the Governing Board**
15/06/23	Matt Priest	Deputy Headteacher	13/7/23

Anti-Bullying Policy

> Our core value is the belief that we are here for each and every child. We believe that fairness is giving every child what they need to be **happy** children, **confident** individuals, **responsible** citizens and **successful** learners.
>
> In delivering our core value, we demonstrate a commitment to excellence and continuous growth through developing leadership in every role, trust and transparency.
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> At Olive Hill we deliver a broad and balanced curriculum that incorporates:
> * Character development;
> * Academic achievement;
> * Oracy.
>
> We are rigorous, robust and relentless in our pursuit of excellence through having the highest expectations of the children and ourselves. We act with integrity and compassion at all times. It is the strength of our relationships that allow us to deliver a high-quality education to all.
>
> We believe in learning without limits.

Introduction:

Olive Hill is committed to creating a calm, safe and supportive environment where children can learn and thrive. This policy echoes our school values of wanting 'Happy children, Confident individuals, Responsible citizens and Successful learners,' with the belief that it is a joint responsibility to create an environment where learners feel respected, can flourish and reach their full potential and beyond. We expect everyone to be ready, respectful and safe. We do not tolerate any form of bullying and we are committed to preventing and tackling it. We actively challenge prejudice and celebrate diversity; we are proud of our diverse community.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can be, but not limited to:
* Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
* Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
* Racist: racial taunts, graffiti, gestures
* Sexual: Unwanted physical contact or sexually abusive comments
* Homophobic: because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable

- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. The perpetrators of bullying need to learn different ways of behaving and as a school we teach them strategies and ways of changing their behaviour to be more appropriate and kinder.

Recognising signs of bullying behaviour:
A pupil may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and they should investigate if a pupil:
- is frightened of walking into and/or to or from school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- becomes withdrawn, anxious, or displays changes in normal behaviour

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

Roles and Responsibilities

All staff at our school are aware that children may bully other children, and that this can happen both inside and outside of school, and online. All staff understand the school's Anti-Bullying strategy and approach and know the important role that they each have in preventing and tackling bullying.

Headteacher
It is the responsibility of the Headteacher to implement the school's 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.

The Headteacher ensures that all pupils know that bullying is wrong, and that it is unacceptable behaviour both in our school and outside of the school grounds.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

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 any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body responds to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher.

Staff:

All staff should:
- take steps to prevent bullying, e.g. through being vigilant for issues between children and actively celebrating difference and diversity. Staff will actively promote the school's ethos and values
- Actively promote the school's behaviour culture: ready, respectful and safe
- implement procedures to confront bullying of any form
- listen to all parties involved in incidents
- investigate incidents promptly and as fully as possible, seeking support from school leaders where necessary
- take appropriate action and follow the Behaviour Policy/Anti-Bullying Policy
- teach pupils how to recognise bullying and actions to take including the role of the bystander and how to instigate 'upstander' behaviours
- record incidents and actions or outcomes on CPOMS
- refer bullying incidents to the Headteacher or DSL
- be vigilant and notice patterns and trends recorded under behaviour on CPOMS.

Children:

All children should:
- know and understand what bullying is and their role within preventing and responding to it
- report bullying
- contribute to a class charter
- take part in the school's measures to prevent bullying for example, knowing the difference between a bystander and an upstander
- follow the Behaviour Policy

Anti-Bullying Ambassadors:

Through the Diana Award, we have identified and trained a group of children to be anti-bullying ambassadors in school. The group are equipped with the tools to tackle behaviour and promote a safe and kind school community. They know how to support their friends who might be experiencing bullying behaviour. They actively campaign to put a stop to bullying in school.

Parents:

At Olive Hill we value the relationship between home and school and seek to work in partnership with our families and wider community. This policy is available to parents on the school website and via the school office. Parents are required to work alongside school to prevent bullying in all forms: in school, out of school; face-to-face; and online.

We ask that if parents/carers have concerns about their child experiencing or perpetrating bullying, that they contact a member of school staff. Initially we ask parents/carers to contact their child's class teacher (in person/via telephone call/via email/) to explain their concerns. The class teacher will take an initial note of the concerns but may ask to schedule a meeting to allow for more time to discuss the concerns in detail. Following the report and/or the meeting, the teacher will make a formal record of the bullying report on the school's Safeguard recording system and other relevant members of staff will be alerted. The member of staff will directly alert the school's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk.

We ask that parents/carers come directly to the school with their concerns rather than discussing them with other members of the school community in person or online.

Our school remains committed to supporting pupils and their families in all instances of bullying and relational conflict and will respond to reports promptly. Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', school staff will still support the pupils involved and help them to resolve any concerns.

We will endeavour to ensure that all parties are kept informed of progress and any developments, but we will also need to show due regard to GDPR. This may mean, at times, that we are not able to provide or share information or updates.

Recording Bullying Concerns

At Olive Hill we want children, parents/carers, staff, and visitors to confidently report bullying and know that their concerns will be taken seriously. We remain committed to supporting and safeguarding all children involved including the target, the alleged perpetrator, any bystanders/witnesses to the bullying behaviour and the wider school community.

We have a clear reporting system for our school community; the effectiveness of these reporting systems is reviewed throughout the academic year and may be expanded to meet the needs of all members of our community. All incidents are recorded on CPOMS. Visitors and members of staff without access to CPOMS should record any concerns of bullying on the forms available on the staffroom notice board and passed on, in person, to the DSL or member of SLT.

Pupils are regularly taught how to report bullying through a trusted adult and how to be an 'upstander'. The adult would then record the child's voice on CPOMS.

Some types of harassment or threatening behaviour or communications could be criminal offences, and if schools staff feels that an offence may have been committed they should seek advice from the police. For example, under the malicious Communications Act 1988 it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety.

Responding to Allegations of bullying

All allegations of bullying are taken seriously. The Behaviour Policy outlines our behaviour steps. Incidents of proven bullying are always referred to the Headteacher.

Bullying is not acceptable in any form and the Headteacher will take action and impose sanctions as set out in the Behaviour Policy, or delegate to another member of staff to do so.

School will provide support to any victim of bullying, ensuring they feel safe and encourage continued school attendance. School will also support the perpetrator, recognising that these behaviours need to stop. School will investigate cause and identify solutions to resolve any bulling issues. Parents will be informed and will be invited into school to discuss the issue. Staff will continue to monitor cases where bullying has been identified.

Supporting children, including those considered vulnerable

Bullying could happen to any child or young person and if this occurs, this may affect their social, mental and emotional health. Some pupils are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves. For example those with special educational needs or disabilities, those who are adopted, those who are suffering from a health problem or those with caring responsibilities may be more likely to experience bullying because of difference. Children in care that are frequently on the move may also be vulnerable because they are always the newcomer. We recognise that these children may need greater levels of support to deal with the impact of bullying.

Olive Hill Primary Academy supports children in a variety of ways and actively promotes the Anti-bullying Policy. Support for children will be implemented on an individual basis – the nature and level of support will depend on the individual circumstances and the level of need. Support may include:

- parental liaison and communication
- counselling
- 1:1, group, or in class support (for example to identify triggers)
- involvement of external agencies
- peer support/peer mentoring
- use of behaviour contract
- liaison with parent/carer/social worker
- Referring to children's services
- Referring to CAMHS

We recognise that changes in behaviour may be an indicator that a pupil is in need of help or protection. We will consider whether a child's behaviour may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we

will follow the procedures set out in our Child Protection and Safeguarding Policy.

Where pupils have additional needs, school will adapt to meet the needs of individual learners by:
- ensuring pupils are treated fairly and the policy is applied consistently
- ensuring pupils needs are met for example, adapting teaching and resources, clarifying understanding and using external agencies, if needed.