



THROUGH INSPIRATIONAL TEACHING,
ALL OUR CHILDREN HAVE THE CONFIDENCE TO ACHIEVE SUCCESS
IN A SAFE AND HEALTHY SCHOOL WITH CHRISTIAN VALUES AT ITS CORE
INSPIRE BELIEVE ACHIEVE

Deddington C of E Primary School

Anti-bullying Policy 2015/16

Deddington C of E Primary School
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Head: Mr Clive Evans

Anti-bullying Policy 2015/16

At Deddington Primary school we believe in the concept of lifelong learning and the concept that both children and adults learn new things every day. We maintain that learning should be engaging and inclusive and an enjoyable experience for everyone; it should be fun. Through our teaching we equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their future lives. We believe that appropriate teaching and learning experiences help children to lead happy and rewarding lives.

Our Christian values we hold as a school permeate throughout all areas of school life

Perseverance * Respect * Honesty * Kindness
Faith * Friendship * Forgiveness * Responsibility

This policy is part of a single strategy to ensure appropriate and acceptable behaviour in school along with the Behaviour for Learning policy.

Schools must follow anti-discrimination law. This means all staff must act to prevent discrimination, harassment and victimisation within the school.

This applies to all schools in England and Wales, and most schools in Scotland.

WE BELIEVE THAT:

- All pupils and staff have the right to feel happy, safe and included.
- Pupils and staff have the right to work in an environment without harassment, intimidation or fear.
- All bullying, of any sort, is therefore unacceptable and will not be tolerated.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS ARE:

- To provide a learning environment, free from any threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce and to eradicate wherever possible instances in which pupils are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying. To respond effectively to all instances of bullying reported to us.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To provide support for pupils who are accused of bullying who may be experiencing problems of their own.
- To ensure that all pupils and staff are aware of this policy and that they fulfil their obligations to it.
- To systematically teach pupils about all aspects of individual difference and diversity, including those related to appearance, religion, race, gender, sexuality, disability and ability
- To provide training for all staff regarding bullying in general, racism and related bullying, homophobia and related bullying, aspects of disability and bullying, sexist language and behaviour, sexual bullying, cyberbullying and other prejudice-based actions and related bullying.

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The school is not legally responsible for bullying which takes place elsewhere but will have an interest in the welfare and conduct of its pupils and will respond to information it receives about bullying outside of school.

DEFINITION OF BULLYING.

Bullying involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Bullying because of pupils' religious beliefs
- Sexual bullying
- Bullying because of pupils' sexual orientation (including the use of homophobic language)
- Bullying of pupils who have special educational needs or disabilities
- Bullying based on any form of prejudice

Examples of bullying include:

- Name-calling
- Racist and sexist behaviour
- Making threats
- Making people feel small
- Hurtful remarks and personal comments
- Dares – making someone do something they do not want to
- Whispering about others
- Laughing at a hurt or upset person
- Preventing someone getting help
- Ignoring people and leaving them out
- Mocking differences
- Damaging work or belongings
- Hiding belongings

- Pressurising children to join in inappropriate behaviour
- Other behaviour that makes someone feel unhappy.

Cyber bullying can also take place through the internet or mobile phone use. Class sessions aimed at increasing understanding and awareness of cyber bullying issues take place within the curriculum. Parent workshops have also taken place and a clear set of e safety rules are in place.

CREATING AN ANTI BULLYING CLIMATE IN SCHOOL.

Our school's Behaviour for Learning Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

Children imitate and copy from role models. School will provide consistent positive role models for all aspects of behaviour. All staff are expected to fully follow the agreed Code of Conduct. It is vital that children have positive role models outside of school as unacceptable and bullying behaviours could be learnt by children from others outside of school.

Staff are all expected to constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels.

- Within the planned SEALS curriculum and through cross curricular opportunities.
- Through assemblies to the whole school.
- During circle time and discussions in the classroom.
- With individual children who are felt to be at risk or who have suffered bullying in the past.

Children are encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware.

School recognises that there are particular times and locations where children may be more vulnerable to bullying. Arrangements will be made to ensure that adequate supervision is in place.

Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and prevent further incidents.

School does not tolerate bullying behaviour and a clear set of consequences will be used when dealing with incidents.

Reported incidents of bullying are automatically a Stage 3 incident within our Behaviour for Learning Policy.

IMPLEMENTATION.

1. If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately. If support is needed a senior member of staff will be informed and the incident will still be addressed immediately.
2. A clear account of the incident will be recorded and given to the Headteacher.
3. The member of staff or Headteacher will interview all concerned and will record the incident. All children involved will be spoken to as will anyone who witnessed what happened.
4. Parents will be kept informed.
5. Consequences shown on our Behaviour for Learning Policy will be used as appropriate.

PUPILS WHO HAVE BEEN BULLIED WILL BE SUPPORTED BY:

- Immediate opportunities to discuss the experience with a staff member of their choice.
- Positive reinforcement that reporting the incident was the right thing to do.
- Reassurance, sympathy and empathy.
- Continuous support.
- Restoration of self-esteem and confidence.
- Assertiveness training and extra support.
- Clear consequences being used when dealing with pupils who have bullied.
- Arrangements to review progress.

PUPILS WHO HAVE BULLIED WILL BE HELPED BY:

- Discussing what has happened and being listened to.
- Discovering why the pupil became involved and the impact their behaviour had on others.
- Establishing what needs to change regarding their behaviour and why.
- Informing parents or guardians to help change the attitude of the pupil.
- Rewards and positive reinforcement of positive behaviours.

CONSEQUENCES USED.

- Immediate action to stop an further incidents of bullying occurring. This includes removal from the classroom or playground.
- Exclusion from certain areas of school premises including their classroom.
- Loss of outside time on a short or long term basis.
- Minor or major fixed term exclusion.
- Permanent exclusion.

Whilst forgiveness is one of our school values, bullying will not be tolerated and the school will use progressively more serious consequences to deal with pupils who continue to demonstrate bullying behaviours despite any support they are given.

MONITORING, EVALUATION AND REVIEW.

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. It will also be on the school web site.

The information sheets contained within this policy are also on display around school, on our web site and are given to parents.

ASSOCIATED DOCUMENTS AND POLICIES.

- Behaviour for Learning Policy
- Exclusion policy
- Staff Code of Conduct
- Safeguarding Policy
- E-Safety Policy
- Acceptable Use of ICT agreements for staff and pupils

Policy

Name: _____ Signed: _____ Date: _____

Headteacher: _____ Signed: _____ Date: _____

Governor: _____ Signed: _____ Date: _____

Date to be reviewed_September : 2015

Renewal

Headteacher: _____ Signed: _____ Date: _____

Governor: _____ Signed: _____ Date: _____

Date to be reviewed: _____

Don't suffer in silence

IF YOU ARE BEING BULLIED;

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

AFTER YOU HAVE BEEN BULLIED;

- Tell a teacher or another adult in school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened

WHEN YOU ARE TALKING TO AN ADULT ABOUT BULLYING, BE CLEAR ABOUT;

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you find it difficult to talk to anyone at school or at home, ring ChildLine,

Freephone 0800 1111, or write, Freepost 1111, London N1 0BR.

The phone call or letter is free. It is a confidential helpline

Information for parents and families.

Every school is likely to have some problem with bullying at one time or another.

BULLYING BEHAVIOUR INCLUDES:

- Name calling and nasty teasing
- Threats and extortion
- Physical violence
- Damage to belongings
- Leaving pupils out of social activities deliberately and frequently
- Spreading malicious rumours

Parents and families have an important part to play in helping schools deal with bullying.

FIRST, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

SECOND, ask to see the school's anti bullying policy. Each school must have an anti bullying policy which sets out how it deals with incidents of bullying. You have a right to know about this policy which is as much for parents as for staff and pupils.

THIRD, watch out for signs that your child is being bullied, or is bullying others.

Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child has been bullied. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent; and whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Please contact the school immediately if you are worried.

IF YOUR CHILD HAS BEEN BULLIED:

- Calmly talk to your child about it
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- Reassure your child that telling you about the bullying was the right thing to do
- Explain that any further incidents should be reported to a teacher immediately
- Make an appointment to see your child's class teacher
- Explain to the teacher the problems your child is experiencing

TALKING TO TEACHERS ABOUT BULLYING;

- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened – give dates, places and names of other children involved.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school – let them know if things improve as well as if problems continue.
- Remember that the school will investigate what has happened and will speak with everyone involved to get a full account of what took place.

IF YOUR CHILD IS BULLYING OTHER CHILDREN;

- Many children may be involved in bullying other pupils at some time or other.
- Often parents are not aware. Children sometimes bully others because they don't know it is wrong
- They are copying older brothers or sisters or other people in the family they admire
- They haven't learnt other, better ways of mixing with their school friends
- Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

TO STOP YOUR CHILD BULLYING OTHERS;

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- Make an appointment to see your child's class teacher; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- Regularly check with your child regarding how things are going at school
- Give your child lots of praise and encouragement when they are co-operative or kind to other people.