



Anti-Bullying Policy

At Deddington Primary school we believe in the concept of lifelong learning and the concept that both adults and children learn new things every day. We maintain that learning should be engaging and inclusive and be 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.

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

Perseverance Respect Honesty Kindness
Faith Friendship Forgiveness Responsibility

POLICY

Headteacher: Clive Evans

Signed: _____ Date: _____

Governor: Ben Williams

Signed: _____ Date: _____

Date to be reviewed: September 2019

Statement of Intent

Deddington Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure environment within our Christian community where all are equally valued as children of God. Bullying of any kind is unacceptable at our school. If bullying does occur, all staff and pupils should say and know that incidents will be dealt with promptly and effectively.

1. Policy Statement

- 1.1. ODST takes great pride in its schools' friendly and approachable ethos and the Christian values which members of the academy trust show towards each other. This considerate behaviour is encouraged at all times in our schools. We also celebrate the fact that everyone in our community may be different and have different points of view, not that they are better or worse than anyone else. Our policy, approach and whole staff training includes an understanding of the Church of England document 'Valuing All God's Children, guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying'
- 1.2. The Trustees aim for each of its academies to be safe, friendly and secure places for each pupil to learn and thrive, but this cannot be so for any individual who is in any way bullied. ODST's objective is to promote and encourage the maintenance of a friendly atmosphere where pupils are empowered to talk openly about bullying, know what it is and the range of bullying behaviours, understand its impact on others and where and how to source support, guidance and resolution.

2. What is Bullying?

- 2.1. Deddington Primary School understands bullying as '*purposeful and repeated actions conducted by an individual/group and directed against an individual/group who cannot defend him/herself/themselves in the situation*'.

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language etc.
- Psychological bullying: excluding an individual from group play; refusing to talk to or even acknowledge an individual; lying, fake rumours and spreading gossip; encouraging others to turn against someone; leaving someone out constantly and encouraging others to do the same; socially excluding someone; damaging someone's social reputation or social acceptance, using humiliating nicknames and continuing when asked to stop.
- Physical bullying: hitting, kicking, grabbing an individual, taking or hiding another's property etc.
- Homophobic bullying: bullying when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.
- On-line or cyber bullying: Cyber bullying is any form of bullying which takes place online or through smartphones and tablets and includes social networking sites, messaging apps, gaming sites, chat rooms. This includes, for example: sharing pictures, videos or personal

information without the consent of the owner and with the intent to cause harm or humiliation; hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person; creating dedicated websites that intend to harm, make fun of someone, spread malicious rumours, or send images of a private or sexual nature.

- **Sexual bullying:** behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another; behaviour which degrades someone, singles someone out by the use of sexual language, gestures or violence; victimising someone for their appearance; pressurising someone to act promiscuously or to act in a way that makes others uncomfortable.

2.2. Bullying can be:

- **Racist:** Bullying based on ethnicity, skin colour, language, religious or cultural practices.
- **Homophobic:** Discrimination based on sexuality and/or gender identity (or perceived sexuality/gender identity).
- **Sexual:** Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation (this could include pressure to send images of a sexual nature).
- **Disablist:** The bullying of those who have special educational needs and disabilities.
- **Based on 'difference':** Bullying based on any real or perceived difference. This can include, but is not limited to, factors surrounding the way someone looks or dresses, hobbies and interests, family set up, social behaviour.

2.3. Bullying is NOT:

- **One-off incidents:** Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.
- **Mutual conflict:** A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

3. Aims

3.1. Deddington Primary School acknowledges that bullying does happen from time to time in our school; it would be unrealistic to claim that it does not. However, it is our aim to:

- Ensure that all children, young people and adults within our school have a common understanding of what bullying is.
- Reduce all forms of bullying.
- Communicate information concerning bullying clearly to children and parents.
- Stress that the whole school community acts together on this issue.
- Continually work to maintain a warm and harmonious atmosphere within our school.
- Use our school values when dealing with bullying incidents.

4. Objectives

4.1. Deddington Primary School will ensure that:

- All allegations of bullying will be carefully investigated.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed.
- Children will be taught strategies to help them deal with bullying situations which they may encounter.
- Staff will respond calmly and consistently to allegations or incidents of bullying following our school procedure.
- The school will protect and support all parties during school/extra-curricular time and on school premises whilst issues are resolved.

5. Whole School Strategies to minimise Bullying

5.1. At Deddington Primary School we use strategies to minimise bullying through:

- A regular programme of PSHE education **is delivered**.
- Teaching/class discussions e.g. during circle time, dealing with friendship / playtime issues.
- Peer support where children are taught how to effectively support a bullied friend/peer and how to resist “joining in” with bullying.
- Encouraging children suffering from to keep diaries to share with staff/parents.
- Ensuring children have clear advice on what to do if they are a witness to, or a victim of, bullying.

6. How Deddington Primary school will respond to specific allegations of Bullying

6.1. Staff will ensure that children know whom to talk to. In the first instance they will usually talk to their class teacher, but it could also be: another teacher known to them; a Teaching Assistant; a Lunchtime Supervisor.

6.2. The children should be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in receipt of information should feed back to the class teacher as soon as possible.

6.3. The class teacher will take steps to discuss the problem with the those involved to establish the situation and talk through any issues; through this strategy an early resolution is sought.

6.4. All parties involved should be informed that the situation is being monitored by the class teacher/s concerned.

6.5. If there is no improvement, or further bullying occurs, the parents of all parties concerned should be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to.

6.6. As a result of the discussion clear expectations are established with regard to:

- Expected behaviour and attitudes.

- Strategies to support the bullied child, including who they can turn to and when
- The arrangements for beginning/ending lessons, lunchtimes, starting and ending of the day. Individual circumstances will determine the precise arrangements to be made. Consequences may take the form of:
 - Immediate action to stop any 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.

6.7. Support is given to the perpetrator to raise their self-esteem and develop appropriate social skills e.g.: alternative provision at lunch time for a given period to ensure they do not pose a threat.

6.8. 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.

7. Recording

7.1. Our school records bullying at all stages and all actions are recorded. The headteacher monitors and regularly reports incidents to the governing body. All incidences are therefore dealt with thoroughly, helping to prevent bullying.

8. Roles & Responsibilities

- All staff at Deddington Primary School have a responsibility for implementing this policy and dealing appropriately with incidents that are brought to their attention. As a church school staff are expected to use our school Christian values when dealing with individuals/groups, using diocesan advice (such as the Valuing All God's Children document).
- The SLT manage bullying in the school, provide support for staff and guidance on curriculum development to ensure bullying is a taught element of the school's work. They ensure appropriate training is provided for all staff.
- The Headteacher is responsible for ensuring the policy is implemented consistently and effectively.
- The impact of this policy will be monitored by governors through a regular audit of records of serious incidents and alleged bullying. This will feed into the development of associated policies and practice.

9. Entitlement and Inclusion

9.1. All pupils (whatever their ability, gender, race, religion etc) are entitled to feel safe and have full and equal access to provision, both during the school day and during extracurricular activities. At

Deddington Primary School all pupils are valued as children of God with the right to be listened to and fairly treated at all times.

10. Raising awareness / Staff training

- 10.1. Information about the school's anti-bullying policy is made available to parents on the school's website and on request.
- 10.2. Deddington Primary School takes part annually in 'Anti-bullying Week' to highlight positive behaviours and attitudes, in addition to ongoing curriculum time which is set aside to consider inappropriate behaviours, actions and consequences.
- 10.3. New staff are inducted into the school's safeguarding and anti-bullying procedures on arrival. This training should be refreshed for the whole staff every two years. All staff are also expected to be familiar with the 'Valuing All God's Children' document and its implications.

11. Review

- 11.1. This policy will be reviewed every two years or earlier if necessary.

12. Links to Other Policies

- Behaviour for learning Policy
- Safeguarding Policy
- Complaints Policy
- PSHE Education Policy
- E-Safety & ICT Acceptable Use Policy

13. Links to Other documents

- Valuing All God's Children

Don't suffer in silence! How can I deal with bullying?

Is It bullying?

When someone says or does something *unintentionally* hurtful and they do it once, that's ... **RUDE.**

When someone says or does something *intentionally* hurtful and they do it once, that's **MEAN.**

When someone says or does something *intentionally* hurtful and they *keep* doing it, even when you tell them to stop, or show them that you're upset- that's..... **BULLYING.**

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 a trusted adult what has happened straight away.

If you have been bullied;

- Tell a trusted adult (a teacher, lunchtime supervisor, family member).
- 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

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Summary of information for parents and families

How to support your child through bullying.

Deddington Primary School understands bullying as '*purposeful and repeated actions conducted by an individual/group and directed against an individual/group who cannot defend him/herself/themselves in the situation*'.

All schools are likely to have some problem with bullying at one time or another.

Bullying behaviour includes:

- Name calling and nasty teasing
- Threatening
- 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, look at the school's anti bullying 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.