



# The Oaks CE Learning Federation Anti bullying Policy

## Our Vision

*Connected through the values of love, respect and compassion. Three separate schools, we journey together to grow physically, spiritually, emotionally and intellectually, so that everyone can fulfil their potential. We strive to preserve the wonder of childhood, whilst ensuring our children are future ready.*

*"Be strong and of good courage, do not be afraid nor be dismayed for the lord your God is with you wherever you go"  
Joshua 1:9*

## **Love, Compassion and Respect**

Within all our schools, we want our pupils to feel loved and know how to show love to others. We aim to teach children to understand the impact of their actions and to show compassion for the feelings of others. We also aim to ensure that respect is shown to all, regardless of differences.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is repetitive, over time.

We teach our children to understand and recognise bullying, explaining that *bullying is when someone is unkind to another person, over and over again.*

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures

- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- 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

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We believe that:

- All pupils have the right to attend school
- All pupils have the right to be listened to
- All pupils have the right not to be afraid
- All pupils have the right to feel happy and safe at school
- All pupils should be able to trust the staff to act

Our School has a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Implementation**

**We will:**

- Record noted disclosure of bullying – including concern, actions taken and dates of communication.
- Work to ensure pupils understand what is bullying
- Teach children to tell others to stop, when they do not like other's behaviour
- Teach children the importance of telling, when you are upset
- Teach children the importance of telling another child to stop unwanted behaviour.
- Provide a secure environment in incidents can be reported confidently
- Ensure the pupil who has been bullied is made to feel safe
- Ensure all pupils know that bullying is taken seriously and they are not to blame

- Deal with suspected or reported incidents immediately
- Keep a clear account of incidents reported including the views of all involved
- Keep all staff informed of concerns about bullying behaviour
- Work in partnership with parents and carers at all times to resolve issues
  
- Agree sanctions in line with our behaviour policy appropriate to the incidents
- Actively listen to the pupils involved showing compassion for their feelings
- Monitor behaviour incidents to identify potential bullying and enable early intervention
- Plan and monitor the effectiveness of interventions at individual, group and whole school level
- Seek advice and support from outside agencies to support both the pupil bullied and the pupil bullying
- Within the curriculum we will raise awareness of the nature of bullying – including promoting friendship as the opposite of bullying.

### **Monitoring, evaluation and review**

This policy will be reviewed annually to assess its implementation and effectiveness through feedback from staff, pupils and parents/carers

### **Linked Policies:**

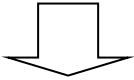
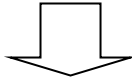

Equal Opportunities

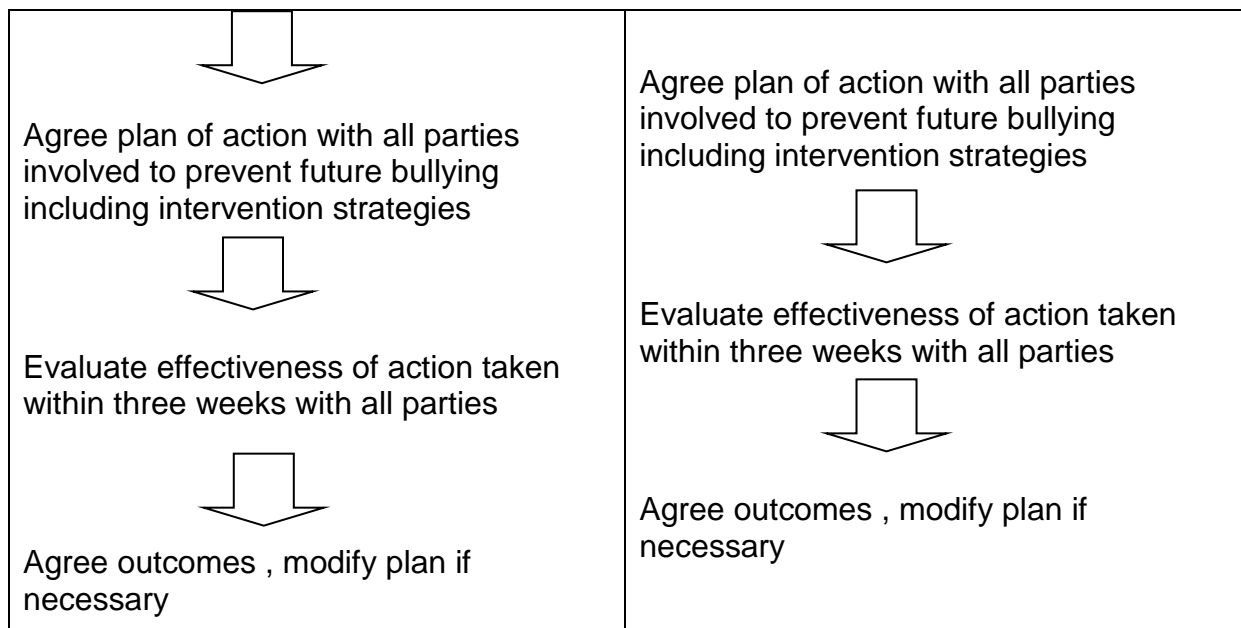
Behaviour

### **Procedures to be followed when bullying has been identified:**

When bullying is suspected a member of the Leadership team will ensure the following procedures are followed

Each step will be recorded

<b>The child being bullied</b>	<b>The child bullying</b>
<p>Listen to the victim, talk about their feelings, and find out who else is involved. Make sure the victim knows they are not to blame</p>  <p>Agree strategies to ensure the child feels safe e.g. peer support</p>	<p>Listen to the child bullying to gain an understanding about the reasons for this behaviour. Make sure they understand what the bullying behaviour is, its effect on the victim and that this behaviour is unacceptable</p>  <p>Agree preventative strategies to reduce opportunities for bullying e.g. removal from situation</p> 



### Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion may be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.