



Anti-Bullying Policy

for

**Oaklands Infant School
Butler Road, Crowthorne, RG45 6QZ**

Ratified by:

Last reviewed: May 2015

Next review date: July 2018



Introduction

This document sets out the schools policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Information about Oaklands Infant School's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

Aims

To fulfil Oaklands Infant School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

To clarify Oaklands Infant School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the school's zero tolerance attitude towards bullying behaviour.

To promote good behaviour and a school ethos in which each pupil is safe and able to realise their full potential.

To address any bullying through the implementation of our whole school policy procedures.

To reassure parents and carers that Oaklands Infant School takes their children's welfare seriously and that they are being educated in a safe and secure environment.



Objectives

- To develop and implement an anti-bullying policy based on a consistently implemented whole school approach.
- To be proactive in the prevention of bullying.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To record accurately all incidents of bullying and to monitor the effectiveness of anti-bullying strategies.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Definition of Bullying

Any interaction between an individual or group of people with a more powerful individual or group which is perceived or intended to cause hurt, pain, suffering, humiliation or degradation.

The behaviour is repeated or has the potential to be repeated over time.

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

Oaklands Infant School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist*, sexist, disablist or homophobic elements. In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

** Incidents of bullying with racist content or motivation will be recorded in line with the "Guidelines and Procedures for Dealing with Racist Incidents".*

Scope

This policy applies only to incidents of bullying which take place on school premises. The school is not **legally** responsible for bullying which takes place elsewhere.

However, the school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school thus:

- If it emerges that if a pupil is responsible for bullying outside school then this matter will be investigated and (if appropriate) the bully's parents informed.
- If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.



- If there are more general concerns about children's safety outside school then appropriate agencies (eg PCSO) will be contacted and their help sought in resolving these concerns.
- If information is received that a child is being bullied by a sibling outside school this will be discussed with the parents.
- If children are being bullied by pupils of another school the Head of that school will be informed.

Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the school's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will 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 including:

- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- At classroom level – during class or circle time, cross curricular work and PHSE.
- At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- 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 to prevent further incidents.
- Oaklands Infant School recognises that there are particular times when children may be more vulnerable to bullying, for example lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Also, there are locations about the school in which incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly, if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.



Parental Involvement

Oaklands Infant School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Oaklands Infant School recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) the school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

Implementation

Oaklands Infant School is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Post Incident Responses for the Victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

Oaklands Infant School will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Assertiveness training
- Extra supervision/monitoring
- Creation of a support group
- Informing/involving parents



- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- Arrangements to review progress

Post Incident Responses for the Bully

Oaklands Infant School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. This may include applying sanctions (such as the loss of break/lunch times) to demonstrate to bullies that their behaviour is unacceptable, and to promote change in this behaviour.

Oaklands Infant School will respond to incidents of bullying behaviour in a proportionate way. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- Immediate action to stop an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- Loss of lunch/break time privileges
- Rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
- Attendance at the Friendship Club and/or Proud Lions nurture group
- Daily class teacher or Headteacher's report
- Removal from class/group
- Parents informed
- Counselling/instruction in alternative ways of behaving
- Adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- For serious/extreme bullying: fixed periods of exclusion
- Permanent exclusion (in extreme cases which may involve violence)
- Multi-agency involvement and/or pastoral support plans will be considered

Monitoring and Evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disabilist or homophobic element will be identified.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.