



# Anti-Bullying Policy

for

## Oaklands Infant School

Published Date:	21 <sup>st</sup> April 2021
Date of Next Review:	April 2024
Public/Internal:	Public
Applies to:	All
Date approved by Local Governing Body of Oaklands Infant School	19 <sup>th</sup> May 2021



## 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.

## 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

Bullying can be described as being deliberate act done to cause distress mainly in order to give a feeling of power, feeling more important than others and other things to please the bully. It is repeated often over a period of time for no good reason.

Bullying prevents another person from feeling safe and happy, generally over a sustained period of time. It may take the form of:

- Physical – hitting, kicking, gesturing, taking belongings.
- Verbal – name calling, mocking, insulting or racist marks (gender, ethnic origin, physical/social disability, personality etc.)
- Emotional – not allowing someone to be involved in things, leaving someone out.
- Cyber – unkind comments are made on social network sites e.g. Facebook, TikTok, Snapchat etc.

## 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 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, cross curricular work and PHSE and Relationships Education (Jigsaw).
- 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 break and lunch 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/carers 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/carers 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.

## **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 (see Appendix A).

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.



## APPENDIX A

### Anti- Bullying Incident Reporting Form

Name of pupil					
Class		Date			
<b>Where and when did the incident occur?</b>					
<b>Record of the incident</b>					
Name		Position		Date	
<b>Please pass on to the Designated Safeguarding Lead (the headteacher) or in their absence, the Deputy Designated Safeguarding Lead, as soon as possible.</b>					



**Next course of action to be taken – to be completed by the Designated Safeguarding Lead, in discussion with members of staff.**

Large empty rectangular box for recording the next course of action.

<b>Name</b>		<b>Date</b>		<b>Signature</b>	
<b>Parent informed (please tick)</b>		<b>Yes</b>		<b>No</b>	

**Follow up**

Large empty rectangular box for recording follow-up actions.