



# **Anti-Bullying Policy September 2019**

**Under review by Governors to be  
ratified July 2**

# Osidge School Anti-Bullying Policy

## Statement of Intent

The core values of care, respect, responsibility, appreciation, honesty and determination underpin everything that we do at Osidge School. We are committed to providing a safe and secure environment for all of our pupils and 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.

## 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. It can occur between adults, children or adults and children. Bullying can be carried out by an individual or by a group.

It is very important to remember that bullying is NOT the odd occasion of falling out with others, name calling or arguments. It is bullying if this is done over a period of time, on purpose.

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 focusing on the issue of sexuality
- Ability based:** focussing on the abilities or intellect of others
- Verbal:** Name-calling, sarcasm, spreading rumours, teasing
- Cyber:** Internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities

## Why must we respond to bullying?

Bullying hurts. Everyone deserves respect. Those who bully need to learn different ways to behave.

Schools have a responsibility to respond promptly and effectively to issues of bullying. We are fully committed to working in partnership with parents and ensure that we keep them informed whilst incidents of bullying are dealt with.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child displays any of these over a period of time:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Has difficulty sleeping
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money and starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Begins bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses if any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Implementation**

- If bullying is suspected or reported it should be dealt with in the first instance by the member of staff who has been alerted.
- The incident should be recorded in writing and reported to the phase leader (SLT).
- The school's behaviour guidelines will be followed, including contacting parents.

## **Pupils**

Those who have been bullied will:

- Have an opportunity to discuss the incident
- Be reassured by staff
- Monitored and supported in order to restore self-esteem
- Have their parents contacted

Those who have bullied will:

- Have an opportunity to discuss what happened
- Explore what may have led to the behaviour
- Consider the wrong-doing and the need for change
- Have appropriate strategies put in place to support a change in behaviour
- Have their parents contacted

A restorative approach will be followed if appropriate and relevant.

The school curriculum will raise awareness of the nature of bullying, especially through PSHE and assemblies.

## **Prevention**

The following will raise awareness and help to prevent bullying:

- The school core values are embedded in the fabric of Osidge School
- Anti-bullying assemblies
- Circle time referring to bullying and why it matters.
- using the curriculum, especially PSHE, RE, circle time and assemblies to raise awareness of the school's expectations
- seeking support and help from outside agencies when necessary
- adhering to the online safety policy to be alert to any form of electronic bullying and
- maintain happy and safe playtimes through use of play leaders, playtime equipment, friendship bench

This policy should be read in conjunction with the school's behaviour guidelines.

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