

OXLEY PARK ACADEMY
ANTI-BULLYING POLICY



Introduction and aims

At Oxley Park Academy we believe everyone has equal rights. As such everyone should be able to say:

- I have a right to be treated with respect and kindness.
- I have a right to be an individual within this school.
- I have a right to feel safe.
- I have a right to learn about myself and to express my views without fear.
- I have a right to be valued and respected for my individual views without fear.
- I have a right to help and support when I need it.

Bullying (any mental or physical intimidation) is a form of anti-social behaviour that has no place at Oxley Park Academy. It is known and accepted that victims of the bully suffer a great deal of stress and anxiety, and that their personal and academic development suffers as a result.

We believe that bullying is intolerable. As a school we aim to create a structure within which we can identify bullies and an ethos that protects individuals and helps children to learn new, positive behaviour.

This policy includes:

- Definition of bullying
- Means of preventing bullying
- Action that will be taken in the event of a bullying incident
- Preventative measures

Definition of bullying

What is bullying?

Bullying takes place on more than one occasion and is persistent in its nature. It can be carried out by an individual or a group and causes serious distress to the victim or victims. Isolated incidents are also taken very seriously and dealt with appropriately, but we recognise that there is a difference between those occasions and bullying. Examples of bullying include, but are not limited to the following:

- Intimidation
- Threats
- Power that is abused
- Physical harassment
- Constant teasing
- Action that the victim does not want
- Deliberately causing fear and unhappiness

Why is bullying intolerable?

- It makes people's lives a misery
- We cannot teach unhappy children
- It is unacceptable to deal with issues through violence
- Bullying contravenes rights to feel safe
- It causes great anxiety to parents/carers for whom we act in locus parentis

Means of preventing bullying

We aim to prevent bullying by:

- Using Circle/Reflection Time to promote a positive ethos and to deal with problems before they escalate.
- Using older children as playground models and to help children who are having difficulties.
- Keeping a written record of who children are involved with when incidents occur – this helps us spot patterns of behaviour which may indicate bullying.
- Keeping a log of incidents that happen in the playground.
- Having a Peace Council which is led by a member of staff alongside a team of Year 5 and 6 pupils who have had specific training to support anti-bullying in schools. They help to run anti-bullying campaigns and raise awareness of ways in which pupils can seek help and support if needed.

Action that will be taken in the event of a bullying incident

A bullying incident that has been witnessed

In this instance the following will always happen:

- A written record of events will be kept.
- The children involved will be given the chance to talk thorough events with an appropriate adult.
- Parents/carers involved will be informed either by telephone or in person and this contact will be followed up with a letter.
- Targets for action will be agreed. These will be completed within a set time frame and a further meeting will be held at the end of the relevant term to review progress.
- A monitoring programme in the class and on the playground will be set up.
- All incidents will be reported to the SLT

A bullying incident that has been reported but not witnessed

In this instance the following will always happen:

- A written record of events will be kept
- A monitoring programme in the class and on the playground will be set up.
- Progress will be reviewed following a period of monitoring.
- All incidents will be reported to SLT.

Other action that may be taken

- The bully and victim may be asked to write down incidents for discussion.
- Class discussion during Circle Time.
- A smaller conference with the children involved and a mediating adult may be held.
- Creation of a support group for the children to teach new behaviour and rebuild confidence.
- Exclusion of the bully from the playground or certain classroom activities for a set period of time.
- Opportunities may be provided for the bully and victim to work or play together, initially with supervision, to build a different, more positive kind of relationship.

Preventative measures

Parents/carers will be made aware of the school's anti-bullying policy through direct information during preliminary visits to the school, and through the Home/School Agreement and Golden Rules.

Pupils will be made aware of the school's policy, as appropriate for their level of understanding, through Class Golden Rules established at the beginning of each term by pupils as well as staff, through Circle Time, PSHCE lessons and assemblies.

Teaching staff will fetch pupils after break-times and lead pupils "from the back" into the classroom. They will ensure safe passage to parents/carers after school. Teacher will ensure that pupils move safely and responsibly around the school.

Reviewed: **Spring 2014**
Next review: **Spring 2016**