



Old Park Primary School & Nursery

Antibullying policy

Reviewed: Summer 2024
Next Planned Review: Summer 2025
Person responsible: J Foster

Anti-Bullying Policy

Our Policy complies with: Equality Act 2010 and the latest version of Keeping children safe in education. It should be read alongside our ICT, SEND, Behaviour, School Improvement, Equality and Diversity, Teaching and Learning policies.

At Old Park, we foster an inclusive environment for all pupils, which openly discusses differences between people and celebrates diversity. We aim to provide a safe, caring and friendly environment for all our pupils which allows them to improve their life chances and help them maximize their potential.

Our expectation is that pupils will act safely and feel safe in school, including gaining an understanding into the issues relating to all forms of bullying, so that they feel confident to seek support from school should they feel they or others are unsafe.

It is our belief that good teamwork and positive partnerships - with individual children, the whole class, our colleagues, governors, parents and the wider community - is the key to overcoming barriers. This will lead to effective teaching, high standards and successful learning.

We would also want parents/carers to feel confident that their children are safe and cared for in school and that incidents, when they do arise, are dealt with promptly and effectively.

The school is aware of its legal obligations included in the Equalities Act 2010. We are aware of our role within the local community to support parents/carers and work with other agencies outside the school where appropriate.

Definitions of bullying

'Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

'The repetitive intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online/through cyberspace'.

Bullying is therefore:

1. Deliberately hurtful
2. Repeated, often over a period of time
3. Difficult to defend against

Bullying can take place between:

1. Young people
2. Young people and staff
3. Between staff
4. Individuals or groups

Bullying can be:

Type of bullying	Definition
Emotional	Being unfriendly, excluding and tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence.
Racial	Racial taunts, graffiti or gestures.
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching.
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours or teasing.
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.
Homophobic/transphobic	Because of/or focusing on the issue of sexuality.
Comments, gestures or actions	Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

The odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying take place?

Bullying is not confined to the school premises. It also persists outside school, on the journey to and from school and in the local community and may continue into Further Education. The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyberbullying:

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school, we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

We will ensure that our children are taught safe ways to use the internet (see our ICT, E safety and acceptable usage policies-) and encourage good online behaviour.

Why are children and young people bullied?

There is no hierarchy of bullying, and all forms should be taken seriously and dealt with appropriately. Prejudice related bullying under the equalities act 2010 it is against the law to discriminate against anyone because of:

1. Age
2. Being or becoming a transexual person
3. Being married or in a civil partnership
4. Being pregnant or having a child
5. Disability
6. Race including colour, nationality, ethnic or national origin including Gypsy, Roma travelers
7. Religion, belief or lack of religion/belief
8. Sex/gender
9. Sexual orientation
10. These are called 'protected characteristics'

What will school do against bullying?

All staff will look out for signs of bullying and will act straight away and deal with it.

We will:

- Never ignore suspected bullying.
- Never make assumptions.
- Listen carefully to all accounts.
- Work with children to solve the problem.
- Follow-up to check bullying has not started again.
- We will teach our children the '**S.T.O.P.**' Acronym:

S.T.O.P.

Bullying is when someone does something unkind to you:

Several
Times
On
Purpose.

If someone does bully you, you must:

Start
Telling
Other
People.

Also, parents would be sign-posted to use the anti-bullying alliance website <https://www.anti-bullyingalliance.org.uk/> who offer help and support for parents and carers.

The following steps will be taken when dealing with incidents:

- If we think bullying is happening or it is reported, the incident will be dealt with immediately by the member of staff who has been told about it or has seen it.
- A clear account of the incident will be written and recorded on CPOMS and the bullying reporting form and investigated by the class teacher before being forwarded to the Inclusion Manager.
- Incidents will be reported to members of SLT and to the Inclusion Manager and Deputy - Mrs. Gray and Mrs Ryder. (Using the Bullying Reporting Form)
- When appropriate, a member of SLT, Mrs. Gray or Mrs Ryder may interview anyone who was involved or who might have seen the incident.
- The Deputy Head teacher, Assistant Head teacher. Inclusion Manager and Head Teacher will be told about it (via CPOMS)
- Parents/Carers will be informed and kept informed.
- Sanctions will be used in line with the school's Behaviour Policy.
- Advice and support may be sought from the Community Support Police Office

Pupils who have been bullied will be helped by:

- Offering an opportunity straight away to discuss the experience with a class teacher or member of staff of their choice.
- Reassuring the pupil, listening to them and where appropriate helping them participate in a restorative conversation.
- Offering support by checking on their day frequently.
- Ensuring the pupil feels listened to and understood.
- If necessary, a bespoke programme of intervention would be offered such as circle of friends, build to express or social stories.

Pupils who have bullied will be helped by:

- Discussing what happened
- Finding out why the pupil became involved in bullying.
- Making them see that what they have chosen to do is wrong, admit it and accept the sanction. Complete a restorative conversation between all involved so every point of view can be explained and understood.
- Informing parents or carers of the incidents and the steps taken by the school (in line with behaviour policy sanctions).
- If necessary, offering a bespoke programme of intervention, such as circle of friends, build to express or social stories.

If bullying happens, the following steps can be taken:

- A warning from the class teacher, discussing which of Old Park's rules has been broken.
- The bullying recorded on CPOMS.
- Sanctions such as lost playtimes and lunchtimes. In Year 5 and 6 internal exclusion or after school reflection time may be given.
- The child will be spoken to by a member of SLT.
- The child's parents will be informed.
- The SLT or pastoral team will work to support the child, where needed.
- Parents will be contacted a second time if the child continues to bully,
- Governors may be asked to approve exclusions from school as a last resort.
- The children involved may work with SLT or a member of the Inclusion team, if appropriate.
- School will raise awareness about bullying in lessons including friendship and relationship lessons, class circle time, assemblies/gatherings and other subject areas, as well as anti-bullying week during November.

The role of the governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body does not allow any identified bullying to continue in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The role of the head teacher

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school bullying is far less likely to take place. It is the responsibility of the head teacher to implement the school anti-bullying policy and to ensure that all staff and visitors are aware of the school policy. The headteacher reports to the governing body the effectiveness of the anti-bullying policy on request.

The headteacher ensures through the curriculum and the cultural ethos of the school that all children know that bullying is wrong, and that it is unacceptable behaviour in school.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The role of staff

All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place. The staff will act in relation to bullying that may include:

- Adaptation of curriculum/teaching style to promote non-confrontational
- Situations.
- Building positive interpersonal relationships which model non-aggressive interaction.
- Acting against acute incidents ranging from verbal reprimand to exclusion.
- Recording incidents on Bromcom as soon as possible. If a pattern becomes established, then further action will be Informing a member of the SLT of any serious incident as soon as possible and making the individual's class teacher aware of the situation.
- Making all pupils aware of the school's position on bullying and on bystanders to any incidents.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact a member of the Senior Leadership Team. Parents have a responsibility to support the school's behaviour policy, actively encouraging their child to be a positive member of the school.

The role of pupils:

Pupils are encouraged to tell anybody they trust if they are being hurt, and if the behaviours continue, they must keep on letting people know. This is supported through the use of S.T.O.P acronym:

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Several
Times
On
Purpose.

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Telling
Other
People.

Monitoring, Evaluation and Review:

This policy will be reviewed every year with the head teacher, governors and school staff, pupils and parents. We will make sure everyone knows about our policy.

Questionnaires or surveys completed by the whole school community will be used to gauge the effectiveness of the policy.