

OFFENHAM CE FIRST SCHOOL



Anti-bullying Policy 2023-2024

This policy is based on DfE guidance “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, March 2014 and it is recommended that schools read this guidance:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Bullying threatens the happiness and achievement of the whole school community. Everybody needs to work together to deal with it.

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, March 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

If you ask a child or young person for examples of bullying they are likely to include things like name calling, taunting, threats, mocking, making offensive comments, kicking, hitting, pushing, taking and damaging belongings, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. These actions can take place face-to-face, via third parties, or via other means such as text messages and emails. Children, young people and adults can all bully, be bullied or switch roles. They may be bystanders while others are bullied.

The Nature of Bullying

Individuals may be bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked-after children or otherwise related to home circumstances
- Sexist or sexual bullying

‘There is no “hierarchy” of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately’.

We do not want any of the children at Offenham CE First School to become victims of bullying. We endeavour to help all children to develop good self-esteem, the confidence to be assertive and to form good relationships with others. Our Behaviour Policy is based on the use of Christian values, positive reinforcement strategies, Assertive Discipline methods and a Restorative Approach where children are encouraged to make right choices.

There are appropriate procedures in place for dealing with persistent, difficult and disruptive behaviour. We work in partnership with parents to resolve any difficulties.

Preventing, identifying and responding to bullying

Our school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and Pupil voice.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Brief all staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Gather and record information about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.

Involvement of pupils

We will:

- Discuss our anti-bullying charter with pupils at the beginning of each year and re-visit throughout the year
- Display our anti-bullying charter with children signed up to it in a prominent place
- Regularly gather children's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Procedures for reporting and responding to bullying incidents

All incidents will be taken seriously by all staff and dealt with impartially and promptly. We use an anti-bullying decision tree to identify how best to deal with incidents.

All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. All cases of bullying will be investigated using the decision tree and recorded by staff on the standard Incident Report Sheet or on CPOMS. All reports will be kept in a file in the Head teacher's office.
3. Staff will make sure the victim(s) is and feels safe.
4. Appropriate advice will be given to help the victim(s).
5. Staff will listen and speak to all children involved about the incident separately.
6. The problem will be identified and possible solutions suggested.
7. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.

8. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
9. Staff will reinforce to the bully that their behaviour is unacceptable.
10. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
11. If possible, the pupils will be reconciled.
12. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed regularly at staff meetings.

What to do if bullying continues

Further guidance can also be sought from Kidscape and appropriate action taken. (www.kidscape.org.uk)

Notes made on particular cases should be kept for future reference.

This policy will be reviewed annually alongside our Behaviour Policy and Child on child abuse policy as well as the Sexual violence and sexual harassment policy.

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- All members of Offenham CE School staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

Policy reviewed Autumn 2023 by staff and governors at Offenham CE First School.
To be reviewed Autumn 2024.