

# **Olveston CEVC Whole School Anti-Bullying Policy**

## **Mission Statement**

Olveston School is a caring community where we encourage every child and adult to value and respect the feelings of others.

## **Bullying is regarded as totally unacceptable throughout the school.**

The school will strive, through its ethos and Personal, Social, Health and Emotional education, to prevent any instances of bullying before they occur by discussing the subject freely and openly.

However, whenever a group of people are together there may be instances of bullying behaviour. The school will operate a clear procedure so that such instances can be reported and dealt with effectively i.e. to help those being bullied as well as the child who is doing the bullying.

To meet our objectives, Olveston School will establish an effective and efficient system of communication with pupils, parents and appropriate agencies to provide mutual information, advice and support.

## **Definition of Bullying**

At Olveston School we define bullying in the following way:

**Deliberate and hurtful behaviour repeated over a period of time that is difficult to defend against.**

This behaviour can be categorised in three main ways:

1. Physical- e.g. hitting, kicking, taking belongings
2. Verbal- e.g. name calling, offensive remarks, spreading rumours, threats
3. Emotional- e.g. humiliation, exclusion from social groups or activities, sending malicious text messages or e-mails

Specific incidents of bullying include racist, homophobic, related to sex or gender or bullying on account of a child's special educational needs or disabilities.

## **Aims**

### **To minimise incidents of bullying behaviour by pupils at school we will:**

- Apply whole school anti-bullying policy consistently
- Involve pupils in developing anti-bullying strategies
- Establish and maintain a high profile for anti-bullying
- Relate bullying issues directly to the school's values, ethos and behaviour policy
- Monitor incidents of bullying

### **To make anti-bullying a priority for all those associated with the school including pupils, parents, teachers and governors we will:**

- Designate responsibility for dealing with bullying behaviour to the Headteacher who will report three times per year to the Governing Body.
- Use the school prospectus to promote our anti-bullying procedures.
- Keep the whole school community informed of bullying issues through newsletter items.
- Ensure an up to date policy is on the school website and draw attention to it during anti-bullying week.

### **To develop a framework which defines agreed roles and responsibilities and promotes consistency in carrying out designated tasks we will:**

- Maintain unambiguous procedures for dealing with bullying which the whole school community are aware of (see below)
- Make immediate contact with parents if bullying behaviour is reported

### **To provide support, advice and guidance to parents and pupils we will:**

- Highlight anti-bullying in:
  - Assemblies
  - Newsletters
  - Annual anti-bullying week
  - Open discussion of the issue in PSHE lessons- circle times and SEAL programme, which includes a six week unit called 'Say no to bullying'.
  - Staff being available to talk to pupils/parents
  - Involve children through school council to produce their own Anti-Bullying Policy.
- Involve parents from earliest stage
- Seek to understand personal issues when communicating with parents
- Provide consistent information for individual parents about behaviour that needs improvement we will
- Identify patterns of bullying behaviour
- Encourage parents into school to discuss support that we can offer
- Keep parents informed of progress
- Share information about support/sanctions if bullying behaviour persists
- Refer to the Behaviour Support service for strategy advice and support

## **Procedure for Dealing With Bullying Behaviour**

### **1. TELL!**

If you are a pupil, member of staff or parent and detect bullying behaviour, within the terms of the definition above, please report it directly to any member of staff or indirectly through the pupil or parent suggestion box in the main entrance.

Signs that a child may be being bullied are:

- Coming home with cuts and bruises
- Torn clothing, 'losing' possessions/dinner money
- Repeatedly complaining of minor illnesses to avoid going to school
- Change of mood/behaviour- aggressive, moody, withdrawn, anxious, not sleeping

### **2. INVESTIGATION**

Once bullying behaviour has been reported, it will be investigated by the Head teacher and class teacher in confidence. Evidence will be gathered on who is involved, how often the bullying occurred, where and what happened and will be recorded in writing. If bullying is found or genuinely suspected, again within the terms of our definition, then parents of both the bully and bullied child/ren will be contacted immediately and invited in to school to discuss the matter further.

### **3. INTERVENTION**

Plans will be put in place to support the bullied child/ren and to change the behaviour of the bully and will involve children, staff and parents taking action. At this time, a reminder will be given to the bully that bullying is unacceptable at Olveston School and will not be tolerated. Continued bullying behaviour could lead to referral to the Behaviour Support team or fixed-term exclusion.

### **4. FOLLOW-UP**

The plans for both the bullied child/ren and the bully will be monitored by the Head teacher and after two weeks of implementation parents will be contacted to ensure the situation has been resolved to their satisfaction. Research shows that bullying can be very persistent and may recur, so there will also be a follow-up with parents in the following term and the behaviour of the bully will be carefully monitored in the future.

Date adopted:

Policy Adopted by:

Policy Review:

Olveston Anti-Bullying Policy – adopted:

## **Anti-Bullying Advice for Parents**

Look at the school's Anti-Bullying Policy on the School Website – there are links to local and national support groups.

### **What to do if you think your child is being bullied:**

- If you suspect your child is being bullied speak to them and try to find out what has been happening at school. Talk over with your child about his/her experience of bullying
- Record what your child says- who is involved, how often the bullying occurred, where and what happened.
- Reassure your child that he/she has done the right thing in telling you and encourage them to tell his/her teacher
- Make an appointment to see your child's teacher as soon as possible.
- Explain calmly to the teacher about your child's experience (they may not be aware of the situation) Ask what you can do to help.
- Be specific about what your child has said- share written evidence.
- Stay in touch with the school and let them know if things improve as well as if problems continue.
- Contact local or national support groups for further information.

### **Further action to take if you are not satisfied:**

- Make an appointment with the Head teacher to formally discuss your concerns.
- Record what action the school has taken.

### **If still not satisfied:**

- Write to the Chair of Governors, care of the school, explaining your concerns and what you would like to see happening.

### **What to do if your child is bullying other children:**

Children sometimes bully others because they don't know it's wrong; they are copying older brothers or sisters or other people in the family whom they admire; they haven't learnt other, better ways of mixing with their school friends; their friends encourage them to bully; they are going through a difficult time and are acting out aggressive feelings.

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Talk to your child about how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher or Head teacher; explain the problems your child is experiencing and discuss how you and the school can stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is kind to other children