

 <p>Offley Endowed Primary School &amp; Nursery</p>	<h1>Offley Endowed Primary School and Nursery</h1>	<p>Reviewed: Feb 2025 Next Review: Feb 2027</p>
<p><b>Policy Title:</b></p>	<h2>Anti-Bullying</h2>	<p>Users: Staff, Governors, Parents</p>

At Offley Endowed Primary we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. 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. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We believe:

- Bullying hurts.
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- o one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving

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## What Is Bullying?

Bullying is hurting another person/other people intentionally. It is persistent (repeated over a period of time), targets a specific person or people and involves an imbalance of power between the bully/bullies and victim(s).

Bullying can be:

- Emotional: being intentionally 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 focussing on the issue of sexuality or transphobic
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: email and internet chat room misuse, mobile phone threats by text, calls, social networking websites.  
Misuse of associated technology, i.e. camera & video facilities

## Roles within bullying

- Those relying on social power, dominating others, often with group support and ringleaders

*Approved and Adopted by The Governing Body*



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- Others joining in and therefore afraid of ringleaders
- Awareness of silent majority that bullying is taking place, but feeling unable to do anything (bystanders).
- Those who try to stop bullying (defenders)

### Policy Objectives

- To give all governors, teaching and non-teaching staff, pupils and parents an understanding of what bullying is.
- To give governors, teaching and non-teaching staff the school policy on bullying, and follow it when bullying is reported.
- To inform all pupils and parents about bullying and what they should do if bullying arises.
- To know that as a school we take bullying seriously and that it will not be tolerated.
- To assure pupils and parents that they will be supported when bullying is reported.

The content of this policy has been drawn up using the guidelines of the charity 'Kidscape'

### 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:

- 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 (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares/nightmares
- regularly 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"



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- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is 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

### Procedure

1. Report bullying incidents to class teacher or Headteacher. The parent or pupil will be told what will be the next step. This will take the form of an investigation to ascertain whether or not the incident was bullying. This will include the parties involved.
2. All cases of bullying are recorded in a designated book. The action taken will be recorded
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and where appropriate, police will be consulted.
5. Staff will work with the bully /bullies to support them in understanding and changing their behaviour

### Outcomes

- The bullying stops
- The bully (bullies) will be asked to genuinely apologise
- A sanction will be applied if the bullying does not stop once the bully (bullies) have been made aware of their actions and the consequences for continuing to behave this way
- If possible, the pupils will be reconciled
- The victim will receive support from staff



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- In serious cases, suspension or even exclusion will be considered
- After the incident / incidents have been investigated and dealt with, the situation will be monitored to ensure repeated bullying does not take place

### The role of Governors

- To monitor the rates and types of bullying
- To Liaise with the Headteacher over anti-bullying strategies and be aware of individual cases where appropriate
- To liaise with the Headteacher on programme of staff development, including child protection and anti-bullying

### Prevention

We refer to a set of Christian values and our school rules to prevent bullying. Additionally we use KIDSCAPE methods for helping children to prevent bullying as and when necessary.

These include:

- writing a set of school rules and displaying in classrooms
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- running an anti-bullying week in school

Staff at this school make use of their strong relationships and observations of pupils to prevent bullying. We do not wait for a parent or pupil to report it to us.

### HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.