

## Oakfield Primary School

### Anti-bullying policy

This policy should be read in conjunction with our School Aims and Behaviour Policy.

#### Definition

We do not tolerate bullying in any form.

We understand that "A person is bullied when he or she is exposed regularly and over time to deliberate and hurtful behaviour" (Source: DfE)

Bullying can be in the form of physical, verbal, emotional and cyber (e.g. text, email, on line activities etc)

#### Aims

We aim to

- Maintain an ethos that discourages bullying and unpleasant behaviour towards others in the school.
- Treat any reports of bullying seriously and investigate them carefully.
- Deal with any incidents in a positive and sensitive way to avoid increasing any distress felt by bullied pupils.
- Work closely with parents / guardians to help to deal with any incidents that arise.
- Encourage children to tell someone when they are bullied.

#### Strategies

When dealing with any problems we will use a variety of strategies which suit the situation and the children involved. These will include some of the following:

- Increased vigilance of all adults involved with the children
- Encourage all children to talk openly in order to make sense of the events
- The school will provide named adults for the children to talk to
- Listen to children when they tell us about problems
- Talk with parents of children involved and enlist their support when dealing with issues
- If appropriate, use a 'good news – bad news' diary for children to record their feelings about playtimes or other situations when problems may be occurring
- Where a child is deliberately aggressive, remove them from the situation so that others can enjoy their time in school.
- The child should be reintroduced to the classroom/playground after an agreed period of exclusion, ensuring that their progress is monitored carefully.
- Develop a behaviour modification reward system and or an Individual Behaviour Management Plan/Pastoral Support Programme with the child concerned, so they gain reward for good behaviour
- Involve other children in supporting the child who feels threatened
- Use circle time, ELSA, outside agencies and other activities to enable children to understand the effects of their behaviour on others
- At the end of each lunchtime the Senior supervisor to discuss any lunchtime issues with the class teacher and or Deputy/Headteacher. Problems should be recorded in a book if situation not resolved or a regular occurrence.
- Remind children about their home-school agreement to reinforce their promise to follow the school rules.

**Advice to support adults dealing with bullying issues**

- Encourage the child to talk about it, but be patient as she or he may be distressed
- Stay calm but show that you are supportive
- Avoid dwelling on sensitive issues
- Reassure the child that you are sympathetic and will do something about it
- Explain that it happens to most people at some time or another
- Try and help the child to see the difficulty as a problem that can be solved
- Reassure the child and the parent that something will be done about it
- Ask the child if they can see ways of changing things
- Help the child to develop coping strategies
- Help everyone to keep a sense of proportion in the situation

**Parents / Carers**

- Talk to us at school about the bullying and work with us to improve the situation
- If you have any concerns at all then please feel free to talk to your child's class teacher as soon as possible.

(Taken from: Anti-bullying guidelines for schools H.C.C.)

Reviewed annually