



Anti-Bullying and Conflict Policy

Date: 05/21

At Oakhurst Community Primary School, we know that pupils may be bullied in any school or setting, and recognise that the prevention, the raising of awareness and consistency of responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations between people who share a protected characteristic and people who do not share it.

In our school, we are committed to safeguarding and promoting the welfare of pupils and young people and adults and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns in accordance with our Safeguarding Policy.

This policy is in addition to, and complementary to, our school's Behaviour Policy, Attendance Policy, Safeguarding Policy, Disability and Equality Policy, E-Safety Policy and Child Protection Policy.

Aims and Objectives of anti-bullying work at Oakhurst Community Primary School

- To reduce the frequency of bullying incidents
- To help and support the victims of bullying
- To understand the reasons why people bully and work to change their behaviour
- To work with parents and the wider community to develop a holistic approach to tackling bullying and conflict between children
- To appropriately educate and support children guilty of bullying and conflict to enable them to change their behaviour

Definitions and forms

How do we define bullying and conflict?

“Bullying”

Bullying is contrary to the values held at Oakhurst Community Primary School and will not be tolerated in any form. Every member of the Oakhurst community has the right to consistently feel safe and bullying prevents this. Bullying is the deliberate intent to upset, hurt and intimidate others by words and/ or deeds sustained over a period of time. It can be actions taken by one person against another or by a group against another person or persons. It can happen at any time in and out of school. Bullying can be physical, verbal, mental, religious, racist, sexist and HBT (homophobic, biphobic and/or transphobic). Bullying is harmful to all those involved and can affect not only young people, but also adults who can be subjected to threatening or intimidating behaviour. It is unacceptable in whatever form it takes and will be assertively challenged.

It is important to understand that 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 (S.T.O.P.). Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

“Conflict”

Conflict between pupils can often lead to bullying. Conflict can arise due to personal differences between individual children or groups of children; problems from outside school becoming interwoven with school life or from difficulties arising from the breakdown of relationships between individuals or groups of pupils. To prevent conflict developing into bullying, staff can use various procedures at their disposal (in line with our school’s Behaviour Policy).

Types of bullying

- Name calling/taunting/mockings
- Physical acts (e.g. pushing/ shoving/ hitting/ kicking/ biting)
- Spreading malicious gossip or rumours
- Harassment (including following people and displaying intimidating body language)
- Writing insulting graffiti or notes about another person on property, furniture or buildings
- Exclusion from social groups
- Verbal pressure to conform
- Using personal knowledge of another person to provoke a reaction
- Making unpleasant comments about another person’s family or friends
- Taking belongings/ defacing the property of others
- Extortion
- Intimidation
- Incitement
- Cyber bullying (see below)

Cyber bullying

This is an aggressive, intentional act carried out by a group or an individual involving the sending or posting of harmful or cruel text or images using the internet or other digital communication devices against a person who cannot easily defend him/ herself. Cyber bullying has been identified by the Anti-Bullying Association as taking the following forms:

- Text messages: unwelcome texts that are threatening or cause discomfort
- Pictures or video clips taking using camera phones or digital cameras and sent to others via phone or over the internet to make the victim feel threatened or embarrassed
- Mobile phone calls which are silent or contain abusive messages or statements. This could also take the form of stealing another person's phone and using it to harass others to make them believe the victim is responsible threatening emails often sent using a false name or somebody else's name
- 'Chat Room' bullying: menacing or upsetting responses to another person in a web-based chat room (including in-game chat)
- Instant messaging (e.g. Snapchat, Whatsapp): unpleasant messages sent as children conduct real time conversations online
- Bullying via websites: use of defamatory blogs, personal websites, community based websites and online personal polling sites

Roles and Responsibilities

The Head Teacher is responsible for coordinating anti-bullying work at Oakhurst Primary School. However, every member of the school community has the responsibility to treat bullying seriously.

Governors

- Bullying and anti-bullying work should be included on the governor's agenda and discussed at least once a year.

Head Teacher

- Will coordinate/facilitate all aspects of anti-bullying work across the school
- Will provide training for all staff on strategies to deal with issues of bullying
- Will liaise with governors and members of teaching staff to develop anti-bullying work as and when appropriate
- Has overall responsibility for ensuring that parents and children are aware of anti-bullying procedures

Senior Leadership Team

- Will discuss anti-bullying work as and when appropriate
- Will ensure that the Head Teacher is supported in coordinating anti-bullying work across the school

Teaching and Support Staff

Staff should always listen to and deal with any bullying that they become aware of using the range of procedures outlined below, using their professional judgement about the best course of action in each individual case. They should use resources as and when appropriate.

- Once an incident of bullying is reported, staff should aim to take action that same school day
- Staff have a responsibility to pass on details of bullying incidents to a member of the Safeguarding Team (using CPOMS)

- Staff have a responsibility to communicate incidents of bullying and conflict between children to parents, which can be done either through a telephone call or a face-to-face meeting. Written notes should be kept of any conversations and agreed actions and will be recorded on CPOMS
- Staff have a responsibility to teach about bullying, its effects and strategies for dealing with it via aspects of the Personal, Social, Health and Education curriculum
- Activities surrounding anti-bullying week will be supported annually

Procedures for reporting and dealing with bullying incidents

At Oakhurst Community Primary School, all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved.

The following step by step procedures will be followed in all cases:

- Initially, staff will listen and speak to all children involved about the incident separately.
- Appropriate action will be taken quickly to end the bullying behaviour.
- Appropriate advice will be given to help the victim.
- Staff will reinforce to the bully/ies that their behaviour is unacceptable and they will be given a warning. The bully/ies will be asked to genuinely apologise for what they have done.
- Work will be done with the bully/ies to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying.
- In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem. This meeting will be with the class teacher and/or Head teacher or Deputy head teacher present.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue the Head teacher may make a decision to exclude the child. The parents then have the right to appeal to the Governing Body and the LA.
- Appropriate records (on CPOMS) will be kept of all incidents.

Children

- Victims of bullying should always report to their parents, a member of staff or another trusted adult
- Children are encouraged to speak to adults during the lunch break
- Children should always report any bullying that they know about or have witnessed to a member of staff
- Children should encourage the victim to tell someone
- Children should show their disapproval of bullying and tell the bully to stop if it is safe to do so
- Children should form a friendship group for the person being bullied to make sure they are not isolated (if appropriate). This can be supported by a member of staff

Parents

- Parents have a responsibility to report any incidents of concern and to work cooperatively and supportively with the school to resolve issues between children, accepting the use of both punitive and preventative measures against bullying to achieve a long term solution to the problem
- Parents of children who are bullied on the way into, or on the way home from school should either refer the matter to the school or to the local police
- Parents should understand that the school can involve the local police with issues that overlap both home and school life

- Parents are encouraged to discuss the matter with the class teacher and/or the Head Teacher. It is advisable that an appointment is made.
- Parents are expected to work alongside school staff to resolve any issues

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