



Agreed 26 / 6 / 2017

Signed Alan Brown Head

Signed [Signature] Chair of Governors

School Statement on Bullying

At Oldfield, we CARE - Cooperate, Achieve, Respect and Enjoy

Our school is a place where everyone has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

1. Aims and purpose of this policy

Bullying of any kind is unacceptable and will not be tolerated in this school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment and discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to be alone responsible citizens and prepare them for life in 21st Century Britain and the world beyond. These values reflect those that will be expected of our pupils by society, when they enter High School and beyond in the world of work and study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

2. Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying. Several Times On Purpose

The nature of bullying can be:

- **Physical** - such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** - such as damaging, stealing or hiding someone's possessions
- **Verbal** - such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** - such as deliberately excluding or ignoring people
- **Cyber** - such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

Race – racist bullying	Religion or belief	Culture or class
Gender – sexist bullying	Sexual orientation – homophobic or biphobic	Gender identity – transphobic
SEND	Appearance or health	Home or personal situation

No form of bullying will be tolerated and all incidents will be taken seriously.

3. Reporting Bullying

Pupils who are being bullied: if a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or another trusted adult. They are also encouraged to report any bullying incidents in school:

Report to a teacher - their class teacher, teaching assistant or Mr Brown

Tell another child who I turn can help them tell a teacher or another member of staff

Tell any other adult at school - Midday staff, Admin staff, Sports coach, Music teacher, student teacher, parents volunteers

Tell an adult at home

Report anonymously through class boxes

Call ChildLine to speak with someone in confidence on 0800 1111

4. Reporting roles and responsibilities

Staff: All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher or a senior member of staff.

Senior Staff: The Senior Leadership team and Headteacher have overall responsibility for ensuring the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and carers: Parents and carers should look out for the potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by or emailing the school office, class teacher, Headteacher.

Pupils: pupils should not take part in any form of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to an incident of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

5. Responding to Bullying

When bullying has reported, the following actions will be taken:

School Statement on Bullying

Staff will record the bullying on CPOMS, alerting Headteacher, Deputy and SENCO.

Headteacher and Deputy Headteacher will monitor incidents that are reported, analyse and evaluate. Identifying actions.

Headteacher will produce termly report to SLT and Governing Body

Staff will offer support to the target of bullying in discussion with class teacher, individual meetings will then be held with any target of bullying to devise a plan of action that ensured they are made to feel safe and reassured that the bullying is not their fault. Actions will include alerting all members of staff who supervise the child, both teaching and non-teaching.

Staff will proactively respond to the bully who may require support. They will discuss actions with the class teacher and any staff who supervise the child.

Staff will decide whether to inform parents or carers of the children involved, whether they need to be involved in action plans.

Staff will assess whether any agencies or authorities (Police or Local Authority) need to be involved, particularly when actions take place out of school.

6. Bullying outside school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside the school. Bullying can take place on the way to and from school, before or after school hours, weekends or during holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on a pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside school and report and respond according to their responsibilities outlined in this policy.

7. Derogatory language

Derogatory or offensive language is unacceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded on CPOMS, monitored and reported to Governors and the LEA where appropriate. Sanctions and actions, if appropriate will be taken for pupils, staff and other adults found using any such language. Staff are encouraged to record and report any derogatory language and speak to parents and carers where appropriate.

8. Prejudiced based incidents

A prejudiced incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudiced or negative attitudes, beliefs or views toward a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded on CPOMS, they are monitored, reported to Governors, and followed up when

appropriate. This not only ensures the incidents are dealt with accordingly, but also helps prevent bullying as it enables targeted anti-bullying interventions.

9. School initiatives to prevent and tackle Bullying

We use a wide range of measures to prevent and tackle bullying including:

- A child friendly anti-bullying policy displayed around school ensures all pupils understand and uphold the anti-bullying policy
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help aide pupils' awareness of bullying and derogatory language
- Differences and diversity are celebrated across. The school through diverse plays, books and images. The whole school participates in vents including Anti bullying week, Black History month and LGBT awareness.
- The school values of quality and respect are embedded cross he curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Playground support from staff, buddies and pupil led programmes offer support to all pupils, including those who have been the target of bullying. Strategies like restorative justice programmes provide support to targets of bullying and those who demonstrate bullying behaviour.
- Pupils are continually involved developing school-wide Anti-bullying initiatives, including consultation with groups (School council) and through Pupil Voice activities.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

10.Training

The Headteacher is responsible for ensuring that all school staff, both teaching and non-teaching receive regular training and updates on the Anti-bullying policy.

11.Monitoring and reviewing

The Headteacher is responsible or reporting to the Governing Body and LEA in how the policy is being enforced and upheld, via a termly report. The Governors are responsible for monitoring the effectiveness of the policy via the term report and by in-school monitoring through learning phoning walks and focus groups of pupils.