

# GREAT OAKS SCHOOL

## ANTI-BULLYING POLICY



Lead Reviewer: **Deputy Headteacher**  
Who this is aimed at: **Whole School Community**

| Version                        | Reason for Change |      |
|--------------------------------|-------------------|------|
| 3                              | Review            |      |
| Record of signatures and dates |                   |      |
| Reviewed agreed                | Signature         | Date |
|                                |                   |      |

This policy complies with the following acts and advice; all up to date policy and advice from DFE and LA will be adhered to in this policy.

- *Children Act 1989.*
- *The Education and Inspections Act 2006 - Section 89 of the Education and Inspections Act 2006*
- *The Education (Independent School Standards) Regulations 2014*
- *The Education (Independent School Standards) Regulations 2014*
- *The Equality Act 2010*
- *Part 3 of the Children and Families Act 2014*
- *Keeping Children Safe in Education. 2019*
- *Working Together to Safeguard Children 2018*

### **Rationale**

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can work and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school, **all students have a right not to be bullied**. If bullying does occur, all pupils and staff 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 report it.

**See appendix 1 for 'What is bullying'**

**See appendix 2 for 'Signs/Symptoms' of bullying**

## **What is bullying?**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

**Cyber-bullying** is defined as “an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself.”

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in on-line forums

If we become aware of any incidents of cyberbullying, we will need to consider each case individually as to any criminal act that may have been committed. The school will pass on information to the police if it feels that it is appropriate or are required to do so.

## **Why is it Important to Respond to Bullying**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils or staff who are bullying need to learn different ways of behaving.

As a school, we have a responsibility to respond promptly and effectively to issues of bullying.

## **Aims and Objectives**

- To promote the safety and happiness of pupils and staff
- To promote a climate where pupils and staff can fulfill their potential
- To provide a model for helpful and responsible behaviour
- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and staff should be familiar with the school's Anti-Bullying policy, and follow it when any bullying is reported.

- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils, parents/carers and staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Implementation**

### **1.a Procedures**

- Report bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff
- In serious cases parents/carers, relevant external agencies or unions should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

### **1.b Outcomes**

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, exclusion or permanent exclusion will be considered
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **2. Prevention**

- revisiting or writing a set of school rules
- signing a behaviour contract
- use of older pupils as 'buddies'
- bullying focus within PSHE program
- 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
- having discussions about bullying and why it matters
- students who are able to understand should know the definition of bullying and what is and is not bullying

## **Monitoring**

This policy cross references with the following policies:

- Anti-Racist
- Behaviour – sanctions for bullying will follow the hierarchy of sanctions as outlined in appendix 3
- Equal Opportunities

- Child Protection
- Safeguarding policy

## **APPENDIX TO ANTI-BULLYING POLICY**

### **1. What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is sustained and deliberate

Bullying can take many forms:

- **Emotional** unfriendly behaviour, excluding or tormenting (e.g. threatening gestures)
- **Physical** pushing, kicking, hitting etc
- **Racial** racial taunts, graffiti or gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** due to or focusing on issues of sexuality
- **Verbal** name-calling, sarcasm, teasing or rumour spreading
- **Cyber** email/internet chat room misuse, mobile phone threats by text/calls or misuse of technology i.e. camera and video facilities

### **2. 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
- begs to be driven to school
- 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
- 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"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (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 nervous & 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

### **3. Useful links and supporting organisations**

- ☞ Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- ☞ Childline: [www.childline.org.uk](http://www.childline.org.uk)
- ☞ Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- ☞ Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- ☞ MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- ☞ NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- ☞ The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- ☞ PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- ☞ Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- ☞ The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- ☞ Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- ☞ Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- ☞ Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- ☞ The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practiceschools](http://www.restorativejustice.org.uk/restorative-practiceschools)

### **SEND**

- ☞ Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- ☞ Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- ☞ Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:  
[www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send\\_module\\_final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_module_final.pdf)
- ☞ DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-ofpractice-0-to-25](http://www.gov.uk/government/publications/send-code-ofpractice-0-to-25)

### **Cyberbullying**

- ☞ Childnet: [www.childnet.com](http://www.childnet.com)
- ☞ Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- ☞ Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- ☞ UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- ☞ The UK Council for Child Internet Safety (UKCCIS)  
[www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
- ☞ DfE 'Cyberbullying: advice for headteachers and school staff':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- ☞ DfE 'Advice for parents and carers on cyberbullying':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

## **Race, religion and nationality**

☒ Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)

☒ Kick it Out: [www.kickitout.org](http://www.kickitout.org)

☒ Report it: [www.report-it.org.uk](http://www.report-it.org.uk)

☒ Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

☒ Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)

☒ Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)

☒ Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

## **LGBT**

☒ Barnardo's LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)

☒ Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)

☒ EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)

☒ Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)

☒ Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)

☒ Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## **Sexual harassment and sexual bullying**

☒ Ending Violence Against Women and Girls (EVAW)

[www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)

☒ Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobodycampaign-posters](http://www.gov.uk/government/publications/disrespect-nobodycampaign-posters)

☒ Anti-bullying Alliance: Preventing and responding to Sexual Bullying:  
[www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual](http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual)

☒ Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:  
[www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related](http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related)

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)