

Date of Govs Meeting	Amendment	Minute number
21 <sup>st</sup> May 2018	Explicit link to our Christian Ethos	



'Learning and Growing Together'

## Anti bullying Policy

### What is bullying?

At St. Oswald's we believe that all our children have a right to feel happy and safe at school. We celebrate diversity and uniqueness and pride ourselves in our core relationships developing qualities of character and enabling people to flourish together. We clearly promote the values of friendship, hope, forgiveness, respect, honesty and perseverance which permeate the life of our school. Through these core values and relationships, we are able to prevent all aspects of bullying or prejudicial behaviour.

We have very high expectations about the behaviour of our children and make it very clear that they should respect each other.

Although we do not have a particular problem with bullying at St Oswald's we want to ensure that we continue to make our school an even happier and safer place for all our children.

Bullying is a very emotive subject. A definition of Bullying is very difficult to give but a child friendly definition is : "When you feel unhappy and you are not enjoying school because someone or some people keep saying or doing unkind things that make you feel sad."

An adult definition is; "The deliberate and/or repetitive behaviour by any members of the SchoolCommunity whether by words or actions which cause any other member of the school community to feel unnecessarily threatened, excluded or restricted."

At St.Oswald's we have adopted the 'The STOP Campaign' which deals with preventing and tackling bullying in Derbyshire. It builds on the effective practice we already have in place to prevent and respond to any bullying behaviour. The campaign focuses on being a good friend and caring for others, ensuring all children can fulfil their true educational potential without fear of being bullied.

We display the Derbyshire Anti-Bullying Charter around school and on our website, as well as auditing our progress annually using 'The Derbyshire Anti-Bullying Charter Audit for Schools'. Every year we send home an anti-bullying questionnaire to parents, a child friendly anti-bullying leaflet and a leaflet to parents about anti-bullying.

When dealing with the issue of bullying and talking with our young children the definition will be communicated in a way which is appropriate for the age of our children.

At St. Oswald's we strive to:

- Work with staff and pupils to learn to recognise and report any incident of bullying.
- To continue to expect high standards of behaviour and use positive language and positive reinforcement to eradicate inappropriate, negative and bullying behaviour.
- To encourage children to talk, report and relate any incidents which cause distress or upset.
- To continue to use collective worship, PSHRE lessons and agreed discipline procedures to promote positive behaviour.
- To use the "positive play" philosophy to promote positive behaviours and eradicate negative and inappropriate behaviours.
- Record and monitor bullying incidents using the 'Bullying Incident Log Book'
- To train Year 2 children to be 'Playground Buddies' during break and lunch times to ensure all children have a happy playtime.

#### Reporting and Investigating

- We encourage pupils, parents and staff to report incidents to the class teacher. The teacher will investigate the matter in confidence using the adopted procedures/systems outlined below.
  - The class teacher will investigate by observation and/or asking dinner staff or teaching staff on duty if the incident occurred outside.
  - The teacher will determine if it the incident is bullying by assessing the following four things on a form
    - 1. Hurt has been deliberately/knowingly caused (physical/emotional)
    - 2. It is a repeated incident or experience
    - 3. It involves an imbalance of power (where the child feels s/he cannot defend her/himself)
    - 4. The incident was cyberbullying if messages of an intimidating, humiliating or threatening nature were sent or left on a social networking site
- This form will be completed and a copy will be kept in the 'Bullying Incident Log' book at school.
- The teacher will then feedback to the parent as to whether the incident was confirmed as bullying or not.
  - Any bullying deemed to be linked to radical views will be treated in conjunction with the PREVENT Radicalisation Policy and dependent on the circumstances the guidelines on reporting will be followed.
  - If the incident is confirmed as 'not bullying' nothing further will occur unless more evidence is accrued and then it will require further investigation. However, an open dialogue between parents, child and class teacher will continue until a satisfactory conclusion is reached.
  - If the incident is confirmed as 'bullying' then the initial investigations and forms will be completed and logged in the school's 'Bullying Incident Log Book'.
  - Parents are always informed if their child is repeatedly hurt or upset by another child. Parents are always informed if their child has hurt or upset a child. Parents will be asked not to approach the perpetrator or their parents directly.
  - An important part of the procedure is to have an open dialogue with parents.

- When teachers are investigating bullying incidents, staff on duty at playtime and dinnertime are informed to help with observations of children. Confidentiality is always maintained.
- At lunchtime the mid day supervisors have notebooks to record incidents and feedback is given to individual teachers. All staff monitor any repetitive incidents.
- If parents still have issues after talking to the class teacher and follow up investigations then parents are encouraged to talk to the head teacher.
- If the head teacher has investigated the incident and parents are not happy then it can be reviewed at a Governor's meeting.
- All members of our school community will work together to provide a happy and safe place for all our children.
- We will continue to ensure Christian values permeate through our whole Anti Bullying Procedure.

This Policy is supported by the Safeguarding Policy, PSHRE Policy, Online Safety Policy and the Behaviour Policy

Reviewed .....

Date .....19<sup>th</sup> September 2019