



Anti-Bullying Policy

Approved by governors – May 2011

Revised – April 2017

Reviewed – March 2018

Next review – March 2021

Aims

At Otley All Saints CE Primary School we aim to encourage and promote good behaviour based on Christian principles. Parents will have taught their children to respect other people's feelings and property. At school we reinforce the attitudes, courtesies and disciplined behaviour that children begin at home, together with the skills and attitudes required to work successfully with one another.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at our school is considered to be, 'unacceptable behaviour which occurs **lots of times, on purpose.**'

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Direct or indirect Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet, such as email and internet chat, Twitter, Facebook misuse, Mobile threats by text messaging and calls Misuse of associated technology, e.g. camera and video facilities, iPad, games consoles etc.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl. young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia or transgender bullying.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Responses to Bullying Behaviour

All kinds of bullying behaviour are treated as serious incidents at school. If staff, children or parents see or are told about an incident of bullying, the following responses are appropriate:

The report/incident should be taken seriously and acted upon as quickly as possible.

- i) All children involved in the incident should be allowed to give their version of what has taken place separate from the other children.
- ii) The victim should be reassured and given concrete help, advice and support by the class teacher.
- iii) It should be made plain to the bully that the bullying behaviour is unacceptable.
- iv) The bully should be encouraged to see the victim's point of view.
- v) The bully should also be given support and help. An aggressive or inappropriate punitive reaction gives the message that it's all right to bully if you have the power.
- vi) Sanctions should be used appropriately, giving a clear reason why the punishment is being given.
- vii) Feedback should always be given to parents:
 - a) if they have raised concerns regarding the bullying incident;
 - b) if considered to be appropriate at the teacher's discretion.
- viii) The Head should be informed of incidents of persistent bullying, and may become involved in supporting the class teacher in agreeing sanctions and planning a programme to support the improvement of the bully's behaviour.
- ix) All support staff and lunchtime staff should report any incidents of bullying to the class teacher as soon as possible.

Strategies to Minimise Bullying Behaviour

At Otley All Saints CE Primary School we believe that we can combat bullying by:

- i) Developing an environment and atmosphere which promotes caring, sharing behaviour, and a common code on behaviour and discipline based on respect for self, other people and property (as laid out in this policy) can go a long way towards eliminating incidences of bullying in young children.
- ii) Having an ethos where victims and witnesses feel secure enough to speak up and know that they will be listened to and treated fairly.
- iii) Having an ethos which promotes respect for the individual and where adults are good role models, self discipline and collective responsibility so developing children's sense of fairness
- iv) Raising awareness of strategies to help bullies and their victim.
- v) Giving children opportunities to talk about bullying in general and to participate in role-play situations.
- vi) By possibly giving the bully the responsibility of caring for and helping the child being bullied (staff will use their professional skills to determine where this is appropriate).
- vii) Using the curriculum, specifically circle times and RE to raise awareness.
- viii) Using assemblies to raise issues about bullying.
- ix) Supervising specific areas where bullying may take place ie cloakrooms, playground.
- x) Talking to parents about our policy and involving them in supporting the school in managing this unacceptable behaviour.