

Oldbury Park Primary RSA Academy

Anti-Bullying Policy

Our Aims

The school's anti-bullying policy is designed to support one of the principal aims of our school, which is:

- To create and maintain a learning environment in which everyone belongs and feels valued and secure.

To achieve this, all the adults who work in the school endeavour to maintain an environment in which bullying is not tolerated, and in which positive action is taken to tackle it and prevent it.

What is bullying?

Any action by a child or group of children that is deliberately, or repeatedly, intended to cause hurt or distress.

The misuse of power by an individual or group to one or more people.

Different kinds of bullying

People are bullied for a variety of reasons and it can happen to anyone.

This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs or vulnerable children
- Appearance or health conditions
- Sexual orientation
- Young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

It is important to make the distinction between bullying and friends falling out with each other. Falling out is an inevitable part of a child's life which they need to learn to cope with. A single incident involving conflict, aggression, intimidation or nastiness is not necessarily bullying.

What do we do to prevent bullying happening in the first place?

The school promotes six values for learning and for life. These are respect, collaboration, communication, perseverance, concentration and independence. Behaviour management refer to these skills or the lack of them.

All adults take responsibility for the welfare and pastoral care of the children. Many opportunities exist, both in specific lessons and at other times, including assemblies, PSHE, circle time, etc, for the children to learn about:

- telling right from wrong
- making good choices
- respecting others
- dealing with difficult situations
- putting themselves in someone else's position
- understanding the consequences of their behaviour.

And be taught to:

- Treat other people the way you want to be treated
- Tell other children if you don't like what they are doing
- Tell a trusted adult or a friend if you are being hurt on purpose

Our response to bullying

When an incident of bullying is made known:

- The class teacher will investigate it as soon as possible. The aim at this stage is to protect the victim from further bullying and to ensure the bully realises the serious nature of their actions.
- The victim will be asked to tell an adult immediately if they are bullied again. The bully will be told that their victim will do this.

If a child is involved in further bullying:

- The child involved in bullying will be reported to the Assistant Heads or Deputy Headteacher who will speak to the child. The consequences of continued bullying will be made clear.
- The Head Teacher will be informed.
- Parents will be informed.
- Sanctions as on the Behaviour Policy will be applied.
- The class teacher will record any further incidents in the behaviour log.
- If the situation persists, a Pastoral Support Plan (PSP) may be put in place where the school works alongside the parents to help the child change their behaviour.

Approved by
Senior Leadership Team
Staff
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