



Anti-Bullying Policy

Reviewed Oct 2020

Vision Statement

Our Children 1st MAT believe that every child has the right to be educated in safe surroundings. We believe that children should be able to come to school free from any threats. This policy gives details of how we intend to both prevent and deal with bullying at our Academy.

This policy has been written after consultation with all members of the school community including parents, via a questionnaire. It links to the school Behaviour, Child Protection, and Safeguarding.

What is bullying?

It is difficult to say exactly what bullying is, because, what one person sees as bullying, could be seen as harmless fun by another person. However, at Our Children 1st we believe that:

Bullying, open or hidden, is aggressive behaviour, which involves the use of power by one or more individuals towards another. The aggression may be verbal or physical or it may take a more indirect form, such as always excluding another child from games, persistently talking unkindly about another child or constantly making negative comments. New technology has led to 'Cyberbullying' via mobile phones or the internet*.

Bullying may take place over a long or short period of time.

Bullying may be related to a number of perceived differences related to race, religion, culture, sexual orientation, special needs, disabilities, health conditions, appearance or home circumstances. Bullying may involve adults in the school community as well as children.

Whatever form it takes or whoever it involves it will not be tolerated.

*As children must be over 13 years of age to use 'Facebook' school staff will be obliged to report any child who says they are using this at home.

Preventing Bullying

Our aim at Our Children 1st is to prevent bullying from happening. As a result we have, built into the curriculum, activities which help children develop the skills of building relationships and help them to understand the needs and feelings of others.

- Our PSHE scheme of work addresses these issues. We also promote equality and celebrate difference
- Our children are encouraged to take responsibility and we have class based discussions in which all children's views and ideas are represented and have opportunities to share them with the Head Teacher. Older children also volunteer to be playtime 'buddies' to help support younger children at break times.
- The children help to develop class, school and playground rules in their PSHE lessons
- School assemblies reflect moral issues and help to develop the whole school ethos. We also present current issues and the children are encouraged to think about their role in school and the wider community
- We show children by example how to behave appropriately towards one another and help them to develop respect for both children and adults.

All of this will help to prevent bullying.

Responding to incidents

We would like to stress again that our aim at Our Children 1st is to prevent bullying. However, should incidents happen, we will take them seriously and action will be taken. There are clear procedures which will be followed:

- If a child is being bullied they should tell their class teacher, teaching assistant, lunchtime supervisor or another adult in school
- The matter will be dealt with sensitively and promptly
- A written record of bullying incidents are made and investigation can be started
- This will involve the children concerned, teachers and the parents of both the bully and the child who has been bullied
- Support will be provided for a child who has been bullied to help them regain confidence and feel safe
- There are a number of sanctions, which can be used with a child, who has bullied others, as outlined in our behaviour policy, but it is also important to understand why the child has bullied and support that child too, helping them to learn how to behave appropriately
- If a parent or carer is concerned about their child and feel that they may be being bullied, they should not hesitate to contact their child's teacher or Mrs. Adams, the Head Teacher



Recording incidents

- Incidents of bullying will be recorded by staff on our internal monitoring system
- These records will help to inform future policy as they will record the nature and level of any incidents and we can decide how best to prevent these happening again
- Any prejudice driven bullying will be dealt with seriously and any incidents will inform policy and planning for helping our children to understand and respond to difference in a positive way

