

# ORCHARD LEA JUNIOR SCHOOL

## ANTI-BULLYING POLICY



*This policy applies to all staff at Orchard Lea Junior School.*

Revised September 2019

To be reviewed September 2021

Aim: To make Orchard Lea Junior School free from bullying.

The School's Values are:

Respect  
Creativity  
Aspiration  
Independence  
Resilience  
Collaboration  
Curiosity

The School's Motto is

I dream,  
I believe,  
We create,  
We achieve.

These are developed with children on a daily basis, within the classroom and around the school, and help lay the foundation for our being a 'Rights Respecting School'. We expect all members of our school community to treat each other with Respect.

Bullying is:

- being deliberately hurtful to others often and over a length of time.
- difficult for victims to defend themselves against.

Bullying can be:

- **physical** e.g. hitting, kicking, punching, pushing, pulling, smacking, taking or damaging belongings, spitting, stealing, hiding belongings
- **verbal** e.g. name calling, making unpleasant and upsetting remarks, insulting, making fun of others, laughing or shouting unkindly at others, being rude, swearing, threatening,
- **indirect** e.g. spreading nasty stories and rumours, ganging up and excluding others from peer groups, staring and pointing, invading the privacy of others.
- **Cyber** e.g. sending unpleasant messages

## What Can We All Do About Bullying?

**TELL**.....if you are being bullied.

**TELL**.....if you are witness to bullying.

**TELL**.....your class teacher, any other teacher, a lunchtime supervisor, a classroom helper, a friend, your parents, any other adult that you trust.

When it comes to bullying be part of a **Telling School** because a **Telling School** is a **Caring School**.

Never be afraid to ask for help. It will **NOT** get worse if you tell. Action will **ALWAYS** be taken.

### **The Bully Can Expect Any Of The Following:**

- To be confronted by a teacher, Deputy or Head Teacher or peer
- That their parents will be informed
- To have their 'problem' discussed
- To be made to meet their victim and promise never to bully again (if the victim agrees)
- Loss of a privilege e.g. break, lunchtime, reward time
- In serious cases to be excluded from the school

### **The Victim and the Witness Can Expect:**

- Confidentiality
- A thorough investigation
- Immediate action to be taken
- The bullying to stop
- Support and understanding
- To be consulted about any action taken
- Checks to be made that the bullying has stopped

Reminders about what is bullying will be displayed clearly around the school and discussed with pupils regularly in their circle time and through the PSHE curriculum.

**Bullying Will Not Be Tolerated At Orchard Lea Junior School**

## **Guidelines for adults in school**

- Promote the school rules and values within class, during assemblies and monitor pupils' social interactions around the school.
- Use circle time and the curriculum to raise awareness about bullying and the policy and to increase understanding for victims, to build an anti bullying ethos and to help pupils to constructively manage their relationships with others.
- Never ignore suspected bullying
- If you encounter bullying remain calm and authoritative
- Take the incident seriously and make time to listen
- Don't make premature assumptions
- Listen carefully to all accounts
- Act promptly and decide if your action needs to be private
- Make it plain to the bully that you disapprove
- Re-assure the victim
- Record the incident of bullying
- Inform the head or deputy and ensure all incidents of racial harassment are recorded on the Racial Incident Record Form
- Discuss the incident with the head or deputy
- Arrange for parents to be informed
- Ensure that a constructive plan of action is formulated in consultation with the victim to deal with the bullying
- Follow up repeatedly and check that the bullying has not resumed
- Consider appropriateness of referring the victim and/or bully to a member of the school's Behaviour Support Team for some 1 to 1 work (e.g. ELSA)
- Be alert to the signs of bullying

## **Guidance for parents**

- Know the signs of bullying
- Be alert to the signs of bullying
- Advise children to report bullying
- Advise children not to retaliate
- Inform the school, even if it is not their children involved
- Cooperate fully with the school

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