

OUGHTRINGTON  
PRIMARY SCHOOL



THE **B**  TRUST

## Anti-Bullying Policy

**Oughtrington Primary School**

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Version	Date	Action
1	May 2012	New Policy
2	March 2017	Updated Policy
3	March 2019	Updated Policy
4	January 2021	Updated Policy
5	January 2023	Update Jan 2025

This Policy is available on the school website, on the office network and in the staff room.



## **Writing and Reviewing the Anti-Bullying Policy:**

The Anti-Bullying policy relates to other policies including;

- Online Safety
- Behaviour Policy
- EYFS
- Racial Equality, Cultural Diversity and Equal Opportunities
- Safeguarding
- Teaching and Learning
- Health and Safety
- Complaints
- Warrington's Guidelines for Prejudice related Bullying

Our Anti-Bullying Policy has been written by the school; building on the DFE and LA Guidelines. It has been agreed by all teaching staff and approved by Governors.

### **Overview:**

At Oughtrington Primary we aim to maintain a friendly and caring atmosphere where everyone in school treats each other with courtesy, respect and tolerance. Oughtrington does not accept bullying of any kind.

The children have created and agreed the following definition of bullying:

**“Bullying is doing or saying something that hurts someone else’s body or feelings, over time, again and again and on purpose”**

### **Bullying can be:**

- Emotional being unfriendly, excluding, tormenting (i.e hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
  - Racist racial taunts, graffiti, gestures
- Prejudice relating to race, gypsy/roma/traveler, asylum seeker, religion, disability, sexual orientation, gender, gender identity
- Sexual unwanted physical contact or sexually abusive comments
  - Homophobic because of, or focussing on, the issue of sexuality
  - Verbal name-calling, sarcasm, spreading rumours, teasing
    - Cyber- All areas of the internet, such as email and internet chat room misuse, Mobile phone threats by text messaging and calls, misuse of associate technology i.e. camera and video facilities.

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### **We Aim to Ensure That:**

School responds promptly and effectively to issues of bullying

- School provides a safe and secure environment where learning can take place without anxiety
- Measures are in place to reduce the likelihood of bullying
- There is a consistent school response to any bullying incidents that occur
- All members of the school community have an understanding of what bullying is
- All members of the community know what the school policy is on bullying, and follow it when bullying is reported
- Bullying is not tolerated.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

### **Strategies:**

At Oughtrington we foster a clear understanding that bullying of any kind is not acceptable. This is done by

- Use of effective anti-bullying policy and practice. Generating a safe and happy environment resulting in improvements in attitudes, behaviour and relationships with a positive impact on learning and achievement
- Recognise and reward fairly and consistently good, positive or supportive behaviour
- Provide various systems for recording and reporting to parents/carers, which places an emphasis upon positive contributions to school and community life
- Provide forums, such as the School Council, Voice/Worry Boxes and Children's Questionnaires where views and concerns of pupils can be expressed and acted upon where appropriate
- Maintain a positive and constructive Code of Conduct and behaviour.

### **What Happens When Bullying is Identified?**

#### **Procedure:**

1. Bullying incident is reported to staff
2. In cases of bullying the incidents will be recorded by staff. (additionally Prejudice Related Bullying will be recorded and related to the LA)
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate the police will be consulted
5. The bullying behaviour, or threats of bullying, will be investigated and the bullying stopped quickly
6. Support and counseling will be given to the victim and strategies put in place to ensure they feel safe and happy at school. The child will have regular follow up meetings to check that the bullying has stopped
7. An attempt will be made to help the bully (bullies) change their behaviour.
8. Children to have follow up support with pastoral lead

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#### **Outcomes:**

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
2. Pastoral support sessions will be delivered for the victim and the bully
3. In serious cases, suspension or even exclusion will be considered.
4. If possible and appropriate, the pupils will be reconciled
5. After the incident / incidents have been investigated and dealt with, each case will be monitored regularly to ensure repeated bullying does not take place.

#### **The Role of the Class Teacher and Support Staff:**

All members of staff at Oughtrington take all forms of bullying seriously and seek to prevent it from taking place.

#### Prevention

- Clear standards of behaviour are communicated to the children
- Positive and consistent reinforcement of good behaviour
- Setting good examples with adults and children e.g. fairness, good behaviour, care and consideration
- Monitoring to ensure that opportunities for bullying to occur are reduced, especially monitoring areas that may be out of sight at playtimes and lunchtimes
- Staff will actively watch for bullying incidents or behaviour patterns that lead to bullying or indicate signs of bullying.
- Staff will foster positive relationships and an open environment in which children feel at ease to speak to an adult. Pupils who speak out are supported when they do so
- Staff make it clear that bullying is unacceptable and that we are a 'Telling school'
- Through the curriculum (PSHE and annual Anti-Bullying Week) children learn what bullying is, how to prevent it, what it can lead to and what they should do if they or someone they know is being bullied
- Staff will use a range of methods to establish a climate of trust, empathy and respect for all through role-play, drama, stories, restorative practice and circle time
- Positive implementation of the behaviour policy
  - Informing parents about the behaviour and that we have an anti-bullying policy that is rigorously enforced and ways in which the school deals with incidents.

Teachers keep a log of incidents on CPOMS which are checked daily. If a teacher is made aware of bullying incidents or suspect bullying is taking place they will investigate it themselves or refer it on to the appropriate Team Leader, Deputy Head or Head Teacher. An allegation of bullying form will also be completed.

Teachers and support staff do all they can to support the child who is being bullied and will inform the child's parents. Any reports of bullying will be dealt with swiftly. Additionally, all members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management

- In more extreme cases, for example when initial discussions have proven ineffective, the Head Teacher may contact external support agencies.

#### **4 Role of the Head Teacher:**

- To implement the school Anti-Bullying policy and to ensure that all members of the school community are aware of the policy and know how to identify and deal with incidents of bullying
  - To report to Governors, when requested, on the effectiveness of the Anti Bullying policy
  - To monitor staffs' CPOMS logs and allegations of bullying forms
  - Ensure that all children know that bullying is wrong and that it is unacceptable behaviour at Oughtrington. The Head Teacher draws the attention of children to this at suitable moments, regularly through the school year
  - To ensure that the all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying
  - The Head Teacher sets the school climate of mutual support and praise for success, making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is less likely to be part of their behaviour
  - The Head Teacher should also make appropriate responses to reports of Bullying outside of school
- To review this policy annually.

#### **The Role of the Parents:**

It is important that all parents are clear on Oughtrington's definition of bullying and this will be communicated regularly to parents.

- Parents who are concerned that their child might be being bullied or suspects their child may be a perpetrator of bullying, should, in the first instance, contact their child's class teacher immediately. If they are not satisfied they should then contact the Deputy Head and then the Head Teacher. If they remain unsatisfied, they should follow the school's complaints procedure
- To support the school's Anti-Bullying policy and actively encourage their children to be a positive member of the school community.

#### **5 The Role of the Pupils:**

- With help of the staff, pupils need to have a clear understanding of what bullying is using the school's definition
- They are encouraged to tell anyone they trust if they are being bullied and if the bullying continues, they must keep on letting people know
- Pupils need to use their 'pupil voice' through the various methods available to them; pupil questionnaires, worry/bubble boxes, school council, to express any concerns
- If they are aware or suspect that anyone else is being bullied they must tell someone that they trust
- Follow the school's Code of Conduct.

## **6 The Role of the Governors:**

The governing body supports the Head Teacher in all attempts to eliminate bullying from the school. They will not condone any bullying at Oughtrington and any incidents that do occur will be taken very seriously and dealt with appropriately.

- The Governing Body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. They require the Head Teacher to keep accurate records of all incidents of bullying and to report this, when requested, to Governors
- A parent, who is dissatisfied with the way the school has dealt with a bullying incident, can ask the Head Teacher or The Chair of Governors to look into the matter. They will respond within ten days to any request from a parent to investigate incidents of bullying

## **7 Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- attempts or threatens self-harm
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## 7 Adapted from Kidscape Anti Bullying Policy

### Recommended Procedures in School for Reporting Bullying Pathways of Help

#### Child is being bullied

Self referral using 'worry box' or reporting to class teacher

Child reports to member of the school community  
-listen, don't judge  
-record the facts  
-don't promise confidentiality

Pass information to class teacher

-Class teacher to discuss the facts with the child who is being bullied.  
-Suggest ways forward.  
-If appropriate, discussion with child carrying out the bullying.  
-Discussion with DH regarding appropriateness of informing parents  
-Record on CPOMS and keep record of discussions and actions to be taken.  
-Prejudice Related Bullying will be recorded and related to the LA  
**Short Term Review**

#### If continues

-Referred to HT/SLT (if appropriate police will be informed)

- Allegation of Bullying Form to be completed  
-Discussion with all parties  
-All Parents/carers informed

-Suggest and agree strategies with children and parents/carers  
-Regular meetings with child to monitor situation  
-Pastoral support for victim and bully  
**Short term review**

#### If continues

HT/SLT directs to a variety of help strategies delivered by 'trained' personnel  
eg. -restorative Justice  
-Pastoral support/Mediation/counselling  
-Anger management training and self help  
-Buddy support  
-Other external agencies

**If continues**

HT and Chair of Governors to  
inform/seek external advice