



ANTI-BULLYING POLICY

At Oakhill, every member of the school feels valued and respected. Our environment promotes a safe, happy and secure community where we are all treated fairly and well through visible consistency and kindness. We **intend** to create a respectful environment where bullying cannot flourish.

What bullying is and is not:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally (DfE Preventing and tackling bullying Advice for headteachers, staff and governing bodies)

Sometimes pupils hurt each other by accident. A fight or falling out between two pupils of equal strength and status is not bullying. When such incidents arise, the school will deal with these in line with our behaviour policy.

Forms of bullying

- Verbal** Name-calling, parodying speech, accent or behaviour. May be of a racist, transgender or homophobic nature.
- Physical** Pushing, hitting, and attacking with a weapon.
- Indirect** Excluding victim from a group, spreading rumours, taking or destroying possessions maliciously or deliberately, setting booby traps.
- Cyber bullying** Bullying by text, email, on gaming, or social media, including the use of images and video (see Online Safety Policy).

Bullying can take many forms and is often prejudice or discriminatory based against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived difference.

Prevention of Bullying

At Oakhill, in order to prevent bullying:

- Differences are recognised and celebrated.
- Moral values, and kind, considerate and respectful behaviour is modelled by all staff at all times.
- Behaviour that is not in-line with the school behaviour policy is addressed immediately.
- Children work through our PSHE Jigsaw scheme which helps children to know and understand who they are and specifically teaches units on standing up for oneself; recognising bullying; stereotypes; diversity and conflict.
- Children take part in national 'Anti-Bullying Week'.
- Children are given ongoing online safety reminders in lessons throughout the year, alongside specific online safety lessons. (see Online Safety Policy).

At Oakhill, all staff will:

- Actively model kind, considerate and respectful behaviour at all times.
- Proactively gather intelligence about issues between pupils which might provoke conflict, addressing these as they occur and developing further prevention strategies.
- Refer children who seek conflict to the pupil support team for intervention to address need and develop understanding of actions through self- reflection.
- Encourage and remind children that reporting incidents of bullying is taking responsible action rather than 'tale telling'.
- Take seriously any reports of bullying.
- Develop children's confidence and encourage them to develop skills to enable them to stand up to bullies.
- Establish playground rules, and introduce games and equipment to stimulate constructive play.
- Establish adequate supervision on the playground and at other points in the school where bullying may occur.

At Oakhill our parents will:

- Encourage children to understand and report bullying.
- Report bullying directly to the school.
- Avoid discussing incidents of bullying with others and venting online.
- Allow the school time and space to deal with the bullying issue.

Dealing with bullying

- Children are taught to recognise what bullying is and are actively encouraged to report it, this includes when online. In addition, they are supported to recognise the difference between bullying and single unacceptable verbal or physical incidents and how to seek support effectively.
- If bullying is reported it will be investigated on the day that it is reported and children concerned will be spoken to about their actions and encouraged to suggest how they can put right the damage caused by their actions. Future behaviour will be agreed.
- If there is a repeat of the incident then all children will be interviewed, notes taken and the outcome communicated to those involved immediately, including parents of all parties.
- Other children, as well as those immediately involved should be interviewed.
- If a group is involved, children will be spoken to individually first.
- Investigation is a lengthy process, but it will be persisted with to achieve a satisfactory conclusion.
- Bullies will be made to accept responsibility for their actions. Saying they were in a bad mood' or 'didn't mean to hurt anyone' is not acceptable.
- Bullies and victims will only be brought together if it is thought that this will contribute to resolving the problem.
- Children may be asked to provide written accounts
- Parents/carers are informed of the situation and invited to contribute towards its resolution.
- Bullying incidents must be brought to the attention of a member of SLT. Initially staff from PST will support the **teacher** in dealing with the issue. A member of SLT may need to further support in some cases once initial work and/or an investigation has been completed.
- The pupil support team will endeavour to identify reasons for the actions of the bully through positively challenging beliefs that have led to their actions.

- The Headteacher will be informed of the outcome of any incidents and issues will be referred to the Headteacher if they are not resolved satisfactorily.
- All incidents and discussions will be logged on CPOMS.

Outcomes

- Often bullying stops as soon as the bully is spoken to and is aware that adults know what is happening.
- If this does not happen then a warning will be given
- The victim will identify children who they are friends with and these children will also be spoken to in order to make them aware of the situation.
- Lunchtime supervisors and other staff will be made aware of the issue.
- The victim (and friends) will be given named staff to report any further incidents to.
- Other children in the class/year group may be made aware of the issue if this is thought to be appropriate.
- Any further incidents will result in the bully being placed under supervision during lunch and break times and could result in seclusion during lesson time.
- Fixed term exclusion from school may be considered in very serious cases.
- Parents/carers will be kept fully informed about these procedures at all times.

Use of iPads

As part of our 1:1 iPad programme in Years 2–6 from September 2025, Oakhill Primary School is committed to ensuring that technology is used positively and safely. iPads must never be used for bullying, intimidation, or unkind behaviour towards others. Any misuse of digital devices, including sending unkind messages, sharing inappropriate content, or excluding others online, will be treated as a form of bullying and dealt with in line with our Anti-Bullying Policy. Pupils are taught to use iPads responsibly and respectfully, supporting our aim of creating a safe and inclusive learning environment.

The policy is written with consideration to the following legislation and frameworks

- Keeping Children Safe in Education 2022
- The Education and Inspections Act 2006 -Section 89
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010

REVIEW & AMEND AS NECESSARY ANNUALLY – SEPTEMBER 2027 (MOST RECENT REVISION SEPTEMBER 2025)