

**Oxford Grove Primary School  
Anti-Bullying Policy Statement  
September 2023**

**Justification.**

Bullying, harassment and prejudiced based behaviours of any kind will not be tolerated at our school. Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully'. It is the repetitive, intentional hurting of one person by another. It can range from ostracising, name-calling, teasing, spreading malicious rumours, threats and extortion, through to physical assault on persons and / or their property.'

At Oxford Grove staff, parents/carers and children work together to create a happy, caring, learning environment. Bullying, harassment and prejudiced based behaviours carried out verbally, physically, indirectly or through cyberspace will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents as quickly and effectively as possible.

**Definition of Bullying.**

The nature of bullying can be:

- **Physical** – such as hitting or physically, intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Attacking property** – such as damaging, stealing or hiding someone's possessions.
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- **Psychological** – such as deliberately excluding or ignoring people.
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone.

Although this is not an exclusive list, bullying can be based on any of the following things,:

- **Race** (Racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (Sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender Identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation.**

**Strategy for dealing with bullying.**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

Discussions at length with the victim. This will require patience and understanding. Remember – Listen, believe, and act.

Identify the bully / bullies. Obtain witnesses if possible. Advise the Head teacher and record the circumstances of the incident on a 'Bullying and Prejudiced-based Reported Incident Log'.

Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation / incident. Make it clear that bullying, harassment and prejudiced based behaviours is not acceptable at Oxford Grove.

If they own up then follow the procedure outlined in the 'Positive Behaviour & Discipline Policy'.

If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.

Separate discussions with parents/carers of bully and victim. Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s).

Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition.

As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying

### **Identifying Incidents of Bullying, Harassment and Prejudiced -based Behaviours**

In order to identify incidents of bullying, harassment and prejudiced based behaviours and the identities of bullies, at Oxford Grove we have agreed to carry out the following strategies:

All staff watch for early signs of distress in pupils.

All staff listen, believe & act.

'Worry boxes' are positioned in school where children can put written notes if they feel they cannot speak about their problem.

Posters are placed in school advertising these measures and dissuading children from bullying and the 'Childline' telephone number is displayed prominently in school.

Playground pals and pupil led programmes provide support to targets of bullying and those who show bullying behaviour.

Stereotypes are challenged by staff and pupils across the school through a broad and balance curriculum, teaching children what constitutes bullying and unacceptable behaviour that should not be tolerated.

### **Review**

This policy will be reviewed annually by the Head teacher, staff and Governing Board.

Miss N. Harvey

To be reviewed in July 2024