



Anti-Bullying Policy

Dated: November 2023
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1. Introduction

At Overstone Combined School, we believe that all children and young people have the right to an educational environment where they feel safe and which is free from harassment and bullying.

2. Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, happens repeatedly as part of a pattern of behaviour and can continue for a long period of time. It always reflects the abuse of power, with one (or more) person(s), a victim and the other, a bully. It is the dominance of the powerful over the powerless.

Bullying can be classified into one of the following six categories:

Physical: Any act that results in (or threatens to result in) the physical harm of another person. For example pushing, kicking, hitting, pinching etc.

Emotional (verbal): Any act of non-physical abuse which leaves the victim upset as a result of actions like name-calling, sarcasm, spreading rumours, persistent teasing etc.

Emotional (non-verbal): Any act of non-physical abuse which leaves the victim upset as a result of actions such as note passing, gesticulation etc.

Racial: Any act which targets someone's ethnicity or racial heritage (either physically or non-physically) as motive for abuse e.g. taunts, graffiti, gestures etc.

Sexual: Any act which targets someone's gender or sexual orientation (either physically or non-physically) as a motive for abuse e.g. taunts, graffiti, gestures etc.

Cyber: Any act that specifically uses any means of electronic communication to cause deliberate upset to others e.g. text, WhatsApp, email, posting on social network, forums, websites etc

N.B. the list of examples is not exhaustive, but indicative of the types of behaviours associated with bullying behaviours.

Aims

- To promote and maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted.
- To promote a secure and happy, caring environment where kindness and helpfulness are expected.
- To praise and reward positive behaviour.
- To teach pupils to respect themselves and others, promoting crucial self-esteem.
- To reduce the emotional and mental distress of any bullying, enabling all pupils to enjoy their time at school.
- To inform pupils and parents of our expectations in order to foster a productive partnership, where each and everyone has a role to play.

3. Strategies

- To help children make the right choices and not succumb to peer pressure.

- To listen to all parties involved in incidents and always take allegations from victims seriously.
- To reassure pupils that the school will protect and support all parties involved while the issues are being resolved.
- To foster by example the values we as a school believe in.
- To investigate as fully as possible.
- To use a range of strategies that challenge bullying behaviour.
- To include long-term curriculum work about bullying and other forms of anti-social behaviour.

4. Reporting bullying

As a school we will:

- Encourage victims and witnesses to speak up.
- Treat incidents seriously however trivial they seem at first glance.
- Be alert for changes in behaviour, attitude and well-being.
- Listen to parental concerns and follow up any repeated incidents.

5. Responding to bullying

We will endeavour to:

- Take all bullying problems seriously.
- Deal with each incident individually and to access the needs of each pupil separately.
- Investigate all incidents promptly and thoroughly.
- Ensure that bullies and victims are interviewed separately.
- Obtain witness information.
- Record the incident, investigation and outcomes on CPOMS.
- Inform staff about the incident.
- Ensure that action is taken to prevent further incidents. Such action may include:
 - o Imposition of sanctions (see Behaviour policy).
 - o Obtaining an apology.
 - o Informing parent(s) of both the bully and bullied.
 - o Provide support for both victim and bully.
 - o Opportunities for 'restoration of justice' to take place.

6. The role of the Headteacher

- The Headteacher is responsible for promoting good behaviour and discipline in line with the governing body's general principles.
- They will ensure that staff, pupils and parents are aware of the school's policies for Behaviour and Anti-Bullying.
- They will ensure all confirmed incidents of bullying are reported to Buckinghamshire Council via the AssessNET system.

7. The role of the Governing Body

The Governing Body is responsible for setting the overall direction and ethos of the school. They should monitor the work of the Headteacher and the implementation of policy to ensure that:

- The ethos of the school, its values and the boundaries of acceptable behaviour are not broken.
- The moral code is maintained.
- Positive and constructive rules of conduct are followed.
- The rewards and punishments are fairly and consistently applied.