



# **The Oak Tree Academy**

**Bullying  
&  
Violent  
Behaviour**

## **Policy Definition**

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. Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language, etc;
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- Physical bullying: hitting, kicking, grabbing an individual; taking or hiding another's property etc.
- Cyber bullying; using technology to aid name calling, use of threatening or provocative language.
- LGBT bullying of any form will not be tolerated

At The Oak Tree Academy staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

Consequently, the governors have approved this policy.

Good to be Green is the behaviour system that is used at The Oak Tree Academy by all members of staff.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

Our Policy Documentation on Discipline and Behaviour is designed to promote healthy attitudes towards others - it actively promotes good behaviour and controls anti-social tendencies in school. Both policies gather information and record it systematically in school in teacher's behaviour diaries and the lunchtime behaviour diary.

This Policy Document sets out how we can deal with the bully, who ignores school rules and instructions and picks on one child repeatedly, and it will also deal with a child who repeatedly uses violence, extortion or threats towards different children in school at different times.

Incidents of bullying/violent behaviour have to be fully investigated by staff by interviewing everyone concerned before they can be recorded accurately. All the children in school need to know that someone is ready to listen and act on proper and fair information, and that action is seen by all to take place.

Both the bully, who may have low self esteem, and the victim must be dealt with - the bully must be given a strategy to use rather than aggression, and the victim must be given ways to cope and deal with the problems he/she may face.

### **Steps to take to deal with bullying and aggressive behaviour.**

- 1) Discussions with the victim.
- 2) Identify the bully/bullies - obtain witnesses if possible.
- 3) Advise the Principal.
- 4) Discussions with the bully - confront them with the details and ask for their 'side of things' - this may well throw light on why the bullying took place although it will not justify it. The victim may well have to be reminded how to behave or given a strategy to cope with at this stage.
- 5) If the Head of Academy Principal is convinced that bullying took place then the parents of both the bully and the victim must be informed.
- 6) A warning should be given to the bully with the support of the parents (if possible). The child may well be placed 'on report' at this stage.
- 7) Regular monitoring of victim and bully must take place and be recorded.
- 8) If the behaviour of the bully improves this must be recognised and praised.
- 9) If further bullying takes place, or more incidents of violent behaviour, then sanctions will be applied such as :
  - internal exclusion
  - external exclusion ( 1 day 3 days 5 days)
  - permanent exclusion

If all of these measures fail to have an effect, then parents will be called in to discuss exclusions from school at lunchtimes, or exclusion from school depending upon the severity of the incidents.

### **Whole School Strategies to Minimise Bullying**

1. We have set up friendship stops where children can go if they are not enjoying playtime.
2. A regular programme of PSHE work, with emphasis on role play, will support this policy.

- 3. There will be regular teacher – class discussion, e.g. during circle time, dealing with friendship / playtime issues.
- 4. Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist “joining in” with bullying.
- 5. Good to be Green system

This policy will be regularly monitored and reviewed within one year.

Document control sheet:

Key Staff lead for The Oak Tree Academy: Elizabeth Pollitt

Status: live working document

Date	Process	Name	Status

Governor’s signature.....

Chair of Governors

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