



Orchard Partnership Academies Anti Bullying and Peer on-Peer Abuse Policy



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Mr Alex Davies

What is bullying?

Bullying is when someone hurts another person on purpose and this is repeated over a period of time. It can make the person who is bullied feel very sad and not want to come to school. Sometimes bullies are jealous of what you have.

Bullying and peer-on-peer abuse can cause lasting psychological damage to a victim and, in extreme cases, lead to suicide. All complaints should be taken seriously and pursued. Acting against bullying is a part of every teacher's duty of care, and that of all members of the school community. Bullying and peer-on-peer abuse can manifest itself in several forms:

- Physical – hitting, kicking, “play-fighting” (which may not be “play” for one of those involved); and hiding, taking or damaging belongings.
- Verbal – aggressive name calling, teasing, mockery, insults. It is important to consider the effects that the name calling has upon the victim, rather than simply the actual words used which may seem to others to be harmless.
- Emotional – being deliberately unfriendly, excluding someone from a group, activity or place, tormenting, spreading rumours, inciting others to do the same.
- Racist – physical, verbal or emotional abuse against a person or group because of colour or ethnicity Religious / cultural – physical, verbal or emotional abuse against a person or group because of religious belief or other cultural issues.
- Sexual or sexist bullying – making inappropriate comments about appearance and attractiveness, uninvited propositions, uninvited touching and using innuendo or inappropriate imagery.
- Homophobic – physical, verbal or emotional abuse against a person or group because of actual or perceived sexual orientation.
- For reasons related to special educational needs or disability – physical, verbal or emotional abuse against a person or group because of learning difficulties or other disability
- Cyber bullying – the use of information and communications technology, particularly mobile phones, email, social websites, text messages, cameras and the internet, deliberately to upset someone else. Cyber bullying can take place outside of the normal school day and be directed towards the victim while he or she is at home. Silent phone calls or abusive texts or emails can be just as distressing as being bullied face to face. Cyber bullying can have a profound effect on a child as the technology allows information (or misinformation) to be distributed widely, instantly and directly to the child's home or mobile device. The victim can feel that there is nowhere available for him to escape from the bullying. The School will take action against any pupil responsible for using electronic devices to bully another pupil even if the bullying is taking place outside of the grounds of the school (Refer to E-safety Policy).

What is Peer-on-Peer Abuse?

We recognise that children are also vulnerable to physical, sexual and emotional abuse by their peers or siblings. Orchard Partnership Academies recognises that abuse is abuse and should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. Orchard Partnership Academies recognises the gendered nature of peer on peer abuse (i.e. that it is more likely that girls will be victims and boys perpetrators), but that all peer on peer abuse is unacceptable and will be taken seriously. The different forms peer on peer abuse can take are;

- sexual violence and sexual harassment
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexting (also known as youth produced sexual imagery)
- bullying (including cyber bullying)
- gender-based violence/sexual assaults and sexting.
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/609874/6_2939_SP_NCA_Sexting_In_Schools_FINAL_Update_Jan17.pdf
- initiation/hazing type violence and rituals.

Abuse perpetrated by children can be just as harmful as that perpetrated by an adult, so it is important to remember the impact on the victim of the abuse as well as to focus on the support for the child or young person exhibiting the harmful behaviour.

Staff must never tolerate or dismiss concerns relating to peer on peer abuse.

All staff are made aware of the school policy and processes in dealing with instances of peer on peer abuse. If a member of staff feels that an incident of Peer-on-Peer Abuse has occurred it will be discussed during a staff meeting and if it is agreed that the incident has occurred then the parents of the victim and the perpetrator will be spoken to. A risk assessment will also be completed ensuring the victim and perpetrator are as separate as possible.

What do we do as a school to prevent bullying and peer-on-peer abuse?

- We promote friendships at school. The adults in our school act as role models.
- We use circle time to talk about ways to make us feel happy on our playground and in school.
- We have School Council to talk about issues which affect the whole school.
- We use special PSHE (Personal, Social and Health Education activities. (We all use SEAL – Social and Emotional Aspects of Learning- materials.)
- Our school assemblies/collective worships and values education help us think of ways to stop bullying.
- There are at least three adults on duty outside to help children on the playground have a happy playtime.
- When a child thinks they have been bullied, we will listen to their problems and try our hardest to stop any bullying.
- We have a lot of apparatus that children can use at break and lunch times to teach them about sharing and caring for others.

- We will make the school community aware of our Anti-bullying Policy.
- Each class will make up their own classroom rules in the Autumn Term.
- Mrs Gardner is our Learning Mentor and is available to listen to our problems.
- We recognise that children with special needs may need extra support to help them in bullying situations.

What should you do if you think you are being bullied or abused?

To stop bullying you must tell someone who can help you. It could be:

- your parents or carers
- someone else in your family
- adults in school
- friends (they might help you tell an adult)
- the police (if it is really serious)
- Childline- their number is displayed on the children's noticeboard.

If you can:

- use eye contact and tell the child or children who are bullying you to go away.
- ignore them.
- walk away.
- act as if you don't care what they say or do.
- remember it is NOT your fault.
- you could try and befriend the child who is bullying and find out why they are doing it.

Don't/try not to:

- do what they say.
- look upset or cry.
- get angry or hurt them.

Although these strategies are/can be very difficult. Try your best.

What should you do if you see someone being bullied or abused?

- Don't walk away and ignore it.
- Tell an adult who can help stop the bullying.
- If it is safe to do so, tell the person who is bullying to STOP.
- Don't stay silent or it may not stop.
- Try and cheer them up by trying to take their mind off things.

What the school will do if someone thinks they are being bullied or abused

- We will always encourage them to talk to an adult.
 - We will always take cases of bullying and peer-on-peer abuse seriously.
 - We will talk to the victim and the perpetrator to find out what has happened.
 - In more serious cases the parents/ carers of the children who bully or who are bullied will be asked to come in and discuss the matter with Mr Davies or Mr Ford. In any cases of peer-on-peer abuse the parents will be asked to come in to discuss the matter.
 - Children who bully other children will be told why their behaviour is wrong by an adult.
 - Our children would like to help the child who bullies by showing them how to be a good friend.
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- Children who bully may:
 - lose their playtime and/or lunchtime.
 - lose their special/golden/ privilege time
 - Be moved to orange or red on the behaviour chart.
 - lose other special privileges.
 - be excluded from school.

Sometimes our school might ask for extra help from the School Nurse or other people to help us deal with bullying in our school.

We want children to know that bullying is wrong. We want our school to be a place where children who are bullied, or who bully other children, can get help.