Anti-Bullying Policy

Statement of Intent

At Oreston Community Academy, we are committed to providing a safe, caring and inclusive environment where all children can learn, achieve and thrive.
We believe that every child has the right to feel safe, valued and respected. Bullying of any kind is unacceptable and will not be tolerated.

Definition of Bullying

We use the **STOP** definition of bullying:
Several
Times
On
Purpose

This helps children understand the difference between isolated incidents or friendship disagreements and bullying behaviour.

Bullying may take several forms, including:
• **Physical bullying** – hitting, kicking, pushing or damaging property.
• **Verbal bullying** – name-calling, insults, teasing or threats.
• **Psychological or emotional bullying** – intimidation, manipulation or undermining confidence.
• **Social bullying** – excluding others, spreading rumours or damaging friendships.
• **Cyber bullying** – using technology, social media, messaging platforms or online games to cause harm.
• **Prejudice-based or hate bullying** – bullying linked to a person's protected characteristics, including race, religion, disability, gender, sexual orientation or any other perceived difference.

Reporting Concerns

We actively encourage the immediate reporting of bullying concerns to ensure the safety and wellbeing of all children.
All members of the school community share responsibility for reporting concerns, including:
• Children
• Parents and carers
• Staff
• Volunteers and visitors
Children are encouraged to speak to a trusted adult if they experience or witness behaviour that may be bullying.

Responding to Bullying

We follow a clear graduated approach to bullying (see Appendix 1)
All reports of bullying are taken seriously and investigated promptly. Where bullying is identified, the school will respond quickly and effectively through its behaviour support systems and restorative approaches, in line with the school's Behaviour Policy and Child Protection and Safeguarding Policy.

Our response may include:
• Supporting and safeguarding the child who has experienced bullying.
• Working with the child displaying bullying behaviour to address and change the behaviour.
• Involving parents and carers where appropriate.
• Applying appropriate consequences in accordance with the Behaviour Policy.

• Monitoring outcomes to ensure bullying does not continue.

Recording and Monitoring

All bullying concerns, investigations and outcomes are recorded on the school's online safeguarding management system. Records are monitored by school leaders to identify patterns, support individuals and ensure that incidents are addressed effectively.

Prevention

The school promotes a culture of respect, kindness and inclusion through:

• A clear behaviour curriculum.
• Anti-bullying education and awareness activities.
• Pupil voice
• PSHE and safeguarding learning.
• Strong partnerships with families.

By working together, we aim to prevent bullying and ensure every child feels safe, supported and able to succeed.

Appendix 1

