






The Orchards is committed to creating a safe and secure environment for all members of the school community.

In order to achieve this goal we take time and care to ensure that bullying is dealt with promptly and efficiently. All staff are actively committed to their role within the agreed guidelines. Regular reviews of our anti-bullying policy inform the necessary changes which are implemented on a regular basis.





General Principles:



-  The Orchards is committed to forming positive working and friendship groups.
-  The Orchards creates a culture in which bullying is rare and where it is not tolerated
-  It incorporates bullying of and by staff whether by pupils, parents or staff
-  Bullying involves an imbalance of power or strength and aggressive behaviour that deliberately makes someone feel unhappy over a period of time.
-  Bullying is known to take many forms but the main types are:-
 - Physical – including hitting, kicking, taking belongings
 - Verbal – including name calling, insults and offensive remarks
 - Indirect – including spreading rumours, exclusion from a group

Bullying is known to take the form of:-






- Racist bullying - when a child is targeted for representing a group and attacking that child sends a message to that group.
- Sexist bullying - including sexual orientation.
- When a child has Special Educational Needs or disabilities or a diverse family type
- Bullying is known to take the form of cyber bullying such as sending malicious e-mails or text messages or phone calls. Forms that are most common are:-
 - Harrassment – repeatedly sending offensive, rude and insulting messages
 - Denigration – distributing information about another that is derogatory or untrue through posting on social networks, e-mail or instant messaging or sending digitally altered photos of someone
 - Trolling – posting inflammatory or off-topic messages in an online community with the primary intent of provoking an emotional response
 - Impersonation – using a person’s online identity to send or post vicious or embarrassing material
 - Outing or Trickery – sharing someone’s secrets or embarrassing information, or tricking someone into revealing secrets or embarrassing information and forwarding it to others
 - Cyber Stalking – repeatedly sending messages that include threats of harm or are highly intimidating which makes a person afraid for his/her safety
 - Cyber bullying has some characteristics that are different to traditional bullying :-
 - Anonymity – the bully cannot be identified and the victim is left wondering who the cyber bully is

Responsibilities:

-  Pupils to feel confident to report incidences of bullying and will inform an adult whenever bullying occurs
-  Pupils are actively encouraged not to tolerate bullying within their peer group and not to act as bystanders
-  Parents will report any incidences of bullying that their child discusses
-  Staff will offer the pupil immediate support and initiate appropriate action

-  Staff will inform parents of actions taken with bully and victim
-  Staff will arrange a discussion with the participants to resolve the conflict as well as monitor the victim to ensure there are no recurrences

The Leadership Team:

-  Monitors the implementation of the Anti-Bullying Policy;
-  Supports and advises on Anti-Bullying guidelines;
-  Ensures every pupil is aware of the policy through assemblies and PSHCE Curriculum
-  All incidents of confirmed bullying are recorded and logged in the behaviour monitoring area
-  An overview is maintained of incidents which are then shared with the Year Team Leaders

Process:

Bullying incidents are reported to the Headteacher and dealt with effectively through regular consultation with and advice to members of staff to ensure the culprit and victim are dealt with fairly

Relevant sanctions are imposed, taking into account any past occurrences. Sanctions may include withdrawal from breaks, lunchtimes, internal exclusion or external exclusion (by the Headteacher)

All Staff ensure that:

They are aware and alert to the signs that a pupils is being bullied and deal with it consistently and instantly

They are constantly aware of low-level bullying and re-iterate it's unacceptability

They are aware that covert bullying may take place even with no disclosure

They constantly confront inappropriate language whenever it is heard. They will be particularly alert to racist, sexist or other discriminatory behaviour.

They are aware that any racist incident must also be logged by the Headteacher.

This policy has been written in accordance with the DfES anti-bullying pack *Don't Suffer in Silence*, the3 current guidelines from the Anti-bullying Alliance and Tackling bullying in schools: a governor's guide