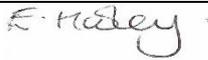




THE OAKS ACADEMY
ANTI-BULLYING POLICY

PERSON RESPONSIBLE FOR POLICY:	Mrs E Hooley
APPROVED:	29.11.18
SIGNED: Headteacher Chair of Board of Trustees	 
TO BE REVIEWED:	September 2020

Rationale

The Trustees and staff recognise that bullying exists in this, as in any school, and see the issue of bullying as a serious matter. All incidents will be dealt with promptly as laid down in the school guidelines.

Bullying is any act of verbal, indirect or physical violence or aggression, where the victim feels unable to cope, and is distressed by the actions of the bully. Bullying is usually a persistent phenomenon, but a single act of aggression can also be classed as bullying.

Aim of this Policy

The policy is based on the fundamental principle that bullying in all its guises is completely unacceptable.

Our aim is to ensure that all pupils feel secure and confident that they are able to work and to take a full part in school life, completely free from any fears of being bullied, threatened or intimidated in any way. This can only be achieved by fostering a 'whole school' ethos of anti-bullying through:

- Ensuring that children feel safe and secure in the school environment
- Promoting the principle that all pupils have a fundamental right to be free from bullying and intimidation in all its forms

- Ensuring that all reported cases of bullying are efficiently and effectively dealt with

Objectives of this Policy

- All Trustees, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All Trustees and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated

It is also acknowledged that bullying may not necessarily be confined to pupils. Staff must take great care in their dealings with pupils that they themselves are not seen as bullies. It is all too easy, quite inadvertently, to use tactics such as teasing or ridicule which may cause distress and offence to a pupil. Staff must, by example, promote an ethos of anti-bullying in the school.

All pupils should be encouraged to actively combat bullying, particularly as 'onlookers', if they are aware of any bullying, they should be urged to inform staff. The concept of being a 'telling school' should be reinforced in assemblies, notice boards, form periods and in the curriculum.

Moreover, selected pupils will be actively involved in helping staff to combat bullying, by acting as voluntary Anti Bullying Ambassadors. These pupils have been trained to simply be available and approachable to younger pupils and incorporate new ideas in school to combat bullying. They are eligible to achieve 'The Diana Award' through doing this.

All these principles should combine to promote a strong anti-bullying ethos in the school.

The fundamental principle underlying this policy is the absolute right of each and every pupil not to be bullied in any way and their right to seek help to combat bullying if it occurs.

Examples of bullying include:

Verbal – name-calling, sarcasm, making fun of others, spreading rumours, teasing, racist, homophobic or any type of discriminatory comments

Indirect – being unfriendly, deliberately excluding someone from a friendship group and encouraging others to do so, tormenting (e.g. hiding books, threatening gestures, deliberately spreading malicious gossip about the victim, so that he or she feels self-conscious or ridiculed).

Physical – pushing, kicking, hitting, punching or any use of violence towards a person. Sexual unwanted physical contact or sexually abusive comments, graffiti gestures.

Cyber – All areas of the internet, such as email & internet chat room misuse. Mobile threats by text message or calls and messaging on social networking sites. Misuse of associated technology, i.e. camera & video facilities.

Bullying – possible signs

Children may:

- be frightened of walking to or from school
- be unwilling to go to school
- change their route to school
- do poorly in their school work
- come home hungry (because their dinner money was taken)
- become withdrawn
- become distressed, stop eating
- cry themselves to sleep
- have unexplained bruises etc.
- continually 'lose' their pocket money
- ask for money (to pay the bully)
- refuse to say what is wrong
- give improbable excuses to explain any of the above
- be absent from school – giving bogus reasons for their absence
- become attention seekers
- come home with clothes torn or books damage
- be afraid to use the internet or mobile phone
- be nervous & jumpy when a cyber message is received

Guidelines for dealing with bullying

a) Staff should be immediately involved in any cases of bullying or suspected bullying and then a member of the Pastoral Team will be notified.

b) Written accounts will be taken from the alleged bully, victim and any witnesses and this information will be investigated thoroughly. These written accounts will be kept on file.

c) Parents may be involved according to the seriousness of the incidents.

d) Bullies should be seen to be dealt with – firmly but fairly.

e) The strategy used for dealing with any case of bullying will be at the discretion of the Pastoral Manager (or the Assistant Headteacher), within the guidelines laid down in this policy. In a 'first instance', particularly with lower school pupils, the 'no blame' approach may be used. The problem should be discussed openly with both the bully (ies), the victim, and possibly some 'onlookers'. This discussion may lead to the formation of a 'pupil support group', and an agreement will be reached regarding future conduct.

f) Follow-up discussion with both parties will be necessary. Both bully and victim should be monitored and counselled to ensure the problem does not re-appear. It cannot be overstressed that it is vital to treat bullying as an 'ongoing' problem. It cannot normally be 'dealt with' overnight, and close monitoring of any bullying situation AFTER intervention is essential. This can be done quite informally and unobtrusively by speaking to the bullies or victims on corridors, at break time etc. This gives reassurance to the victim, and can often act as a timely reminder to the bully. The victim may also be given a bullying log to monitor

any bullying incidents and then share this information with the Pastoral Manager. Education will also be given to the bully regarding the impact of bullying.

g) Inevitably, should such non-punitive strategies fail, and the bullying persists, bullying will be dealt with as other serious anti-social behaviour. The behaviour policy will be followed and as a last resort repeated bullying may lead to a transfer to another school or temporary/permanent exclusion.

NB It is absolutely fundamental that staff will do whatever they can to prevent the victim(s) from further bullying through threats or reprisals.

Strategy

- To promote the ethos of being a 'telling school' via assemblies, notice boards, 'Anti Bullying' Box and activities in form time
- To ensure that pupils are aware of the procedures to follow if bullying occurs
- To pursue a 'no blame' approach if appropriate
- To ensure that cases of bullying are monitored and followed up as appropriate
- Anti-Bullying Ambassadors are trained and available to support pupils in school
- Anti-Bullying risk assessment is completed

Success Criteria

- Reported cases of bullying successfully dealt with
- Reduction in 'repeat offences'
- Evidence that pupils are willing to take social responsibility by reporting cases of bullying

Procedures

1. All pupils, from the day of their admission, will be made aware of the total unacceptability of all forms of bullying, and the concept of our being a "Telling School".
2. All staff are likewise aware of the anti-bullying policy, and are alert for any signs that a pupil may be being bullied.
3. In our efforts to encourage pupils to inform us if they, or others, are being bullied we must be as receptive as possible to all such reports, however trivial they may at first appear. Form tutors, Pastoral Managers and all other staff must be vigilant and sympathetic to any situations which may indicate that a pupil is being bullied.
4. Selected pupils will also be designated, and given appropriate training, to enable them to be approached by pupils who feel they are bullied.
5. When a case of bullying is disclosed it must be reported to the Pastoral Managers.
6. In the first instance, unless there are particular, more serious factors involved, a case of bullying should be dealt with using the 'no blame' approach. The Pastoral Managers should interview both victim and bully to establish what the problem is and how it should be resolved. In the great majority of cases, when the matter is dealt with openly and fairly, the bully will recognise and acknowledge that they are at fault. The victim, too, may also be able to learn from the problem and be able to adopt preventative strategies which will be beneficial for the future.

7. Having satisfactorily resolved the matter, the Pastoral Manager should ensure that the situation is monitored closely (possibly using other staff, e.g. form tutors, or senior pupils) until it is clear that the matter is indeed permanently resolved.
8. If the problem does persist, or if the Pastoral Manager feels that the matter is so serious as to warrant alternative strategies, it should be referred to the Assistant Headteacher for action. In all cases, parents of both bullies and victims should be kept informed of any problems and the strategies adopted to endeavour to solve them.

Monitoring and Evaluation

- Pupils and parents are surveyed annually and the results are reviewed by SLT and reported to Trustees.