Oakwood Community School

Anti-Bullying Policy

Written and reviewed by	Warren Drury	Date	21/09/2021
Headteacher review	Kate Stevens	Date	
Proprietary board review		Date	
Next Review	21/09/2022		

Objectives of this Policy

- All proprietary board members, teaching and non-teaching staff, pupils, parents and carers should have a clear understanding of what bullying is.

- All proprietary board members, teaching and non-teaching staff should know what the policy is on bullying, and follow it when bullying is reported.

- All pupils, parents and carers should know what the policy is on bullying, and what they should do if bullying arises.

- As a learning community we take bullying seriously and it will not be tolerated. Pupils, parents and carers should be assured that they will be supported when bullying is reported.

Statutory Obligations

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

- gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

Also, The Equality Act 2010 requires public bodies to have due regard to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.

Statement of Intent

We are committed to providing a caring and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Oakwood Community School. If bullying does occur, all pupils should be able to tell and

know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We are also committed to challenging misconceptions and prejudices about homosexuality, bi-sexual and transgender relationships.

What Is Bullying?

Bullying is the use of verbal, physical or online aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:
- **Emotional**: Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical**: Pushing, kicking, hitting, punching or any use of violence
- **Racist**: racial taunts, graffiti, gestures
- **Sexual**: unwanted physical contact or sexually abusive comments
- **Homophobic**: because of, or focussing on the issue of sexuality
- **Verbal**: name-calling, sarcasm, spreading rumours, teasing
- **Cyber**: All areas of internet, such as email, and chatroom misuse
- **Mobile threats**: By text messaging and calls
- **Misuse of associated technology:** Mobile phone camera and video facilities to take inappropriate images or hurtful images

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been taken)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff. We encourage pupils and parents to report bullying in confidence using methods they are comfortable with.
2. In cases of serious bullying, the incidents will be recorded by staff. Following mediation meetings with pupils.

3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

4. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, concerns are reported to LA Locality Assessment Team in the area where the child lives.
5. If necessary and appropriate, police will be consulted.

6. Where bullying outside school is reported to school staff, it should be investigated and acted on. If necessary and appropriate, police will be consulted.

7. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.

8. An attempt will be made to help the bully (bullies) change their behaviour through restorative approaches and targeted curricular opportunities.

Outcomes

1) The bull/bullies may be asked to genuinely apologise. Other consequences may take place.
2) In serious cases exclusion will be considered.

3) If possible, the pupils will be reconciled using restorative justice and/or mediation processes as deemed appropriate.

4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will take a whole school preventative approach to bullying in a range of ways:

- Promote an open and honest anti-bullying ethos which secures whole-school community support for the anti-bullying policy.

- Staff actively demonstrate positive behaviour and set a positive context for anti-bullying work in the school.

- We will use curricular opportunities for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of rules or expectations in our setting
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays and using forum theatre

- discussions and case studies around diversity and drawing out anti-bullying messages.

- developing social and emotional skills in areas such as empathy and the management of feelings, which are highly relevant to reducing bullying

- We will also use other opportunities to raise awareness, such as:

- Anti-Bullying Week (ABW) events in November of each year

- Whole-school assemblies to raise awareness of the school's anti-bullying policy and develop pupils' emotional literacy

- Events which can prompt further understanding of bullying, such as theatre groups, exhibitions and current news stories,

- working with the LA to ensure that partner agencies such as the Education Psychology Service, Education Welfare Service, TACT, CAMHS and are engaged with anti-bullying work and pupil safeguarding has a high priority

- having regard to Department of Education guidance on preventing and tackling bullying

- Open Mind mornings to raise awareness and challenge any misunderstandings around different forms of bullying such as disability and homophobia.

A Charter for Action

Oakwood Community School Learning Community

We are working with staff, pupils and parents to create a learning community where bullying is not tolerated.

Our learning community

✓   Discusses, monitors and reviews our anti-bullying policy on a regular basis

✓   Supports staff to identify and tackle bullying appropriately

✓   Ensures that pupils are aware that all bullying concerns will be dealt with sensitivity and effectively

✓   Reports back quickly to parents/carers regarding their concerns on bullying

✓   Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory/voluntary organisations when appropriate

Signed:……………………………………   Proprietary board   Date: …………………….

Signed:…………………………………….   Headteacher   Date: …………………….

Signed: ....   Representative of Pupils   Date: …………………….