Oakley School

Skills for Life and Independence

Anti-bullying Policy

Date reviewed: April 17th 2023

Date agreed and ratified by Governing Body: April 2023

Date of next review: April 2025

Appendices: None

Objectives

This policy outlines what Oakley School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

Our School Community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports all staff to promote positive relationships, and to identify and tackle bullying appropriately.
- Ensures that students are aware that all bullying concerns will be dealt with sensitively, effectively and timely; that students feel safe to learn; that students abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints so that all stakeholders feel reassured and confident in any individual's safety and wellbeing.
- Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

Definition of Bullying

- Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying.
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people form groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is something called online bullying or cyber bullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Oakley School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Oakley as being a form of child on child abuse; children can abuse other children.
    - Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
    - We recognised that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
    - All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and Types of Bullying

Bullying can happen to anyone. This policy covers all types and forms of bullying including but limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Sexualised bullying/ harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which might include:
    - Bullying related to race, religion, faith and belief and for those without faith
    - Bullying related to ethnicity, nationality or culture
    - Bullying related to Special Educational Needs or Disabilities
    - Bullying related to sexual orientation (homophobic/biphobic bullying)
    - Gender based bullying, including transphobic bullying
    - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

School Ethos

- Oakley School Community recognises that all forms of bullying, especially if left unadressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying, our school can help to create a safe and happy culture, where pupils are able to learn an fulfil their potential.

Our Community:

- Understands the importance of challenging inappropriate behaviours between peers.
- Monitors and reviews our anti-bullying practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide support if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively, that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Seeks to learn from good anti bullying practices elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The member of staff must inform a DSL immediately.
- The Headteacher or DSL will talk to all the parties involved.
- A clear and precise account of bullying incidents will be recorded on Sleuth including details regarding decisions and action taken.
- A member of the Leadership Team will talk/ inform key staff where appropriate
- A member of the Leadership Team will ensure parents/carers are kept informed about the concern and action taken, ass appropriate and in line with child protection and confidentiality policies.
- Appropriate sanctions and support, as identified within the School's Pupil Wellbeing, Engagement and Behaviour Policy and the Child Protection and Safeguarding Policy will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Integrated Children's Services or Early Help if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site, or outside of normal school hours (including cyberbullying) the school will ensure that the concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the Pupil Wellbeing, Engagement and Behaviour Policy. If required a DSL will liaise with DSLs in other settings.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying to assist any investigation.
- Tak e all available steps where possible to identify the person responsible. This may include looking at the use of school systems, identifying and interviewing possible witnesses, contacting the

Procedure

In the event of an incident of bullying, either witnessed or reported, it is the duty of all staff to:

- Intervene appropriately where possible, in line with school policy and procedure.
- Complete a safeguarding form, including a detailed, impartial testimony of the incident, immediately passing the safeguarding form to the Designated Safeguarding Lead.
- Report the incident to whomever appropriate, be that class team, class teacher, Phase Leader, or a member of the Senior Leadership Team.

- Ensure all relevant stakeholders are notified, if appropriate to do so.
- Record behaviour in line with school policy and procedure.

Involvement of students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Create a positive whole school ethos; encouraging the caring and nurturing side of children.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

Recognise the Difference between Bullying/Bossiness and Bullying/Boisterous behaviour

Bullying

Focussed on younger, smaller and timid children increasingly relying on threat and force. Wilful conscious desire to hurt, frighten and threaten.

Bossiness

Bossing whoever is around at the time. Usually the child grows out of it as they mature and learn social skills.

Bullying

Play spoiling other children's activities, showing violence and hostility. Rough, intimidating behaviour.

Boisterous Behaviour

More natural, uncontrolled behaviour – not vindictive, not unfriendly. All known incidents of bullying will be investigated by the class teacher or by a member of senior staff, informing parents of the general concern as necessary. In some cases outside agencies will be informed as necessary.

Liaison with parents and carers

We will:

- Ensure that all parents / carers know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively.
- Ensure all parents / carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:
Child Protection and Safeguarding Policy
Pupil Behaviour, Engagement and Wellbeing Policy
Curriculum policies such as PSHE, SMSC and RSE
Online Safety Policy
Complaints Policy and Procedure

Responsibilities

It is the responsibility of:

- The Headteacher to communicate the policy to the school community.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff and Governors to support, uphold and implement this policy accordingly.
- Parents/Carers to support their children and work in partnership with the school
- All pupils to abide by the policy.

The named member of staff with lead responsibility for this policy is: Sam Perryman
The named member of staff for bullying will report on a regular basis to the Governing Body on any incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school's action planning.

Additional relevant statutory guidance, circulars or legislation:

- Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These

measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents/carers.

- The Education and Inspections Act 2006
- The Equality Act 2010
- The Children Act 1989
- School Standards and Framework Act 1998