



**“Healthy Bodies, Healthy Minds  
– Promising Futures”**



Let's help every child  
**thrive** 

# **Oasis Academy Blakenhale Infants and Oasis Academy Blakenhale Junior**



## **Anti-bullying Policy**

**(To be read in conjunction with the Behaviour  
Policy.)**

Last Reviewed: July 2021

Next Review: July 2022

# Anti-bullying policy

## Bullying: our Academies' values.

As an Academy we take bullying and its impact seriously. Pupils, parents and carers should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The Academy will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our Academy fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this. The Academy provides a secure, caring community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation.

We intend the Academy to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in an attractive, well-resourced and stimulating environment. We encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their place in society, secure as individuals whilst able to respect the needs and values of others.

In line with this statement:

- All bullying, of any sort, is therefore unacceptable;
- Pupils who experience bullying will be supported;
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school-work, and the Academy community will actively promote an anti-bullying environment.

## Objectives of this Policy:

- To express our belief that all pupils should be included fully in the life of the Academy;
- To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations;
- To eradicate instances in which pupils are made to feel frightened, excluded or unhappy;
- To eradicate instances in which pupils are subject to any form of bullying;
- To respond effectively to all instances of bullying that are reported to us;
- To establish a consistent response to bullying, and to provide support to pupils who have been bullied;
- To provide support for pupils who are accused of bullying, who may be experiencing problems of their own;
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it;
- To meet any legal obligations which rest with the school.

## Our definition of 'bullying':

Bullying is malicious behaviour used by an individual or group (usually repeated over time) that intentionally hurts another individual or group, either physically or emotionally. Bullying involves dominance of one person or group by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour. Bullying can be either short-term or continuous over longer periods. Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Bullying may be related to:

- Race;
- Gender;
- Religion;
- Culture;
- SEN or disability;

- Appearance or health;
- Sexual orientation.

Bullying can take many forms but the main types are:

- Physical – hitting, kicking, biting, or using other forms of violence;
- Emotional – being unfriendly, excluding others, tormenting behaviours (e.g. taking another's belongings, hiding items, threatening gestures), humiliating, intimidating, threatening, controlling or manipulating someone, silent, hoax or abusive calls;
- Verbal – name-calling, sarcasm, gossiping, teasing, shouting, undermining by constant criticism or spreading rumours;
- Racial – using racial slurs or gestures, graffiti;
- Homophobic, Biphobic or Transphobic (HBT) – because of, or focussing on, the issue of sexuality;
- Cyber bullying – misuse of social media (e.g. Twitter, Snapchat, Facebook) and email, mobile threats by text messaging and calls, misuse of associated technology (i.e. camera and video facilities), iPads, games consoles;
- Indirect – exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.

## Creating an anti-bullying climate in our Academy:

Our Academies' Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well, where pupils take responsibility for each other's emotional and social well-being and where they include and support each other.

We also draw on the school's Curriculum, the Lime Education Programme, the Thrive Program and PATHS (Promoting Alternative THinking Strategies) materials; we promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the Academy or local community.

Our curriculum is used to:

- Raise awareness about all forms of bullying and our anti-bullying policy;
- Increase understanding for victims and help build an anti-bullying ethos;
- Teach pupils how constructively to manage their relationships with others.

## Strategies for dealing with bullying:

In dealing with incidents of bullying, we will use a range of strategies, selecting those appropriate to the circumstances from the following list. The list is not exhaustive:

- Cooperative group work throughout the school, encouraging children to work together, be tolerant of others' ideas, trust others and be more willing to listen;
- Reflection time for pupils to take part in enjoyable games, activities and discussion in a safe environment where all opinions are valued;
- Mediation by appropriate adults within the Academy;
- Interventions facilitated by our Pastoral Team, including Restorative Justice meetings where appropriate.

## Responding to incidents when they occur:

Isolated incidences of poor behaviour are investigated and dealt with in-line with our Academy's Behaviour Policy. However, pupils who feel they have been bullied should report this to:

- Any member of staff (Teachers, Teaching Assistants or Lunchtime Supervisors);
- Their class member of the Academy Council;
- Their parents (who should then discuss the matter with their child's Teacher);
- Any member of the Pastoral Team;
- A trusted friend.

Pupils who see others being bullied should report this to any of the above.

Members of staff who receive reports that a pupil has been bullied should report this to the Behaviour Lead of the Academy. Reports of bullying will be logged by the Class Teacher, Year-Group Leader or Behaviour Lead, in-line with the Behaviour Policy procedures, and will be followed-up as such. Reports of bullying are taken seriously and, where there are genuine concerns of bullying, appropriate interventions will take place.

Where bullying is of a racist or HBT nature, we will report this to the Local Education Authority.

Work with children who have been bullied could involve some or all of the following:

Support for pupils who are bullied:

- They will be reassured that they do not deserve to be bullied and this is not their fault;
- We will assure them that it was right to report the incident;
- We will encourage them to talk about how they feel;
- We will ascertain the extent of the problem;
- We will engage them in making choices about how the matter may be resolved;
- We will ensure that they feel safe;
- We will discuss strategies for being safe and staying safe;
- We will ask them to report immediately any further incidents to us;
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

We may then adopt strategies from the following list, as appropriate:

- We will interview the pupil (or pupils) involved in bullying separately;
- We will listen to their version of events;
- We will talk to anyone else who may have witnessed the bullying;
- We will reinforce the message that bullying is not acceptable, and that we expect bullying behaviours to stop;
- We will seek a commitment to this end;
- We will affirm that it is right for pupils to let us know when they are being bullied;
- We will adopt a joint problem-solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others;
- We will consider sanctions as per our Academy's Behaviour Policy;
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops;
- We will ensure that those involved know that we have done so;
- When bullying occurs, we will contact the parents of the pupils involved at an early stage;
- We will keep records of incidents that we become aware of and how we responded to them;
- We will follow up after incidents to check that the bullying has not started again;
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

There is a tendency, often quite a natural one, to want to investigate an incident and “get to the bottom of it.” Sometimes this will be entirely appropriate. However, there will be other occasions where an extended investigation is actually unhelpful and where a problem-solving approach will be the most effective response. We use our discretion to respond flexibly and in an appropriate way to each incident.

## **When tougher measures are needed:**

If necessary, we will invoke a range of sanctions that are in line with the academy’s Behaviour Policy. These include, but are not limited to:

- Removal from the group (within the class);
- Withdrawal of break and lunchtime privileges;
- Detention;
- Withholding participation in school events that are not an essential part of the curriculum;
- In extreme cases, we will also consider managed moves and fixed term and/or permanent exclusion from school.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. e.g. the police, PSS et cetera.

## **Our responsibilities:**

Everyone within the Academy is expected to:

- Act in a respectful and supportive way towards one another;
- Remain vigilant for all forms of bullying behaviours;
- Adhere to and promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report;
- Support each other;
- Seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures;
- Encouraging their children to be positive members of the school community;
- Discussing with their child’s Teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way;
- Helping to establish a culture of tolerance and acceptance outside of school.

## **Bullying outside of the Academy:**

Schools and Academies are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and impacts negatively on pupils in school. The bullying may be done by pupils from our own Academy, by pupils from other schools or by people who are not at school at all. Where a pupil, parent or carer tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or respond to bullying outside of school;
- Talk to the Leader of another school whose pupils are identified as bullying;
- Advise parents and carers to talk to the police.

The DfES says that, “exceptionally, failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school’s common duty of care.” Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

## Advice to parents and carers:

As the parent or carer of a child whom you suspect is being bullied:

1. Report bullying incidents to the Class Teacher or Behaviour Lead;
2. In cases of confirmed bullying, the incidents will be logged by staff and the Academy Leadership and Pastoral Team notified;
3. In serious cases parents will be informed and will be asked to attend a meeting to discuss the issue;
4. If necessary, and appropriate, the police will be consulted;
5. The bullying behaviour or threats of bullying will be investigated and anti-bullying strategies (discussed above) will be implemented;
6. When appropriate, strategies will be put in place to support the child using unacceptable behaviour to help them change their behaviour patterns.

### Do Not:

1. Attempt to sort the problem out yourself, either by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents;
2. Encourage your child to be ‘a bully’ back.

Both of these may well make the issue much harder to solve.

## Signs and Symptoms for Parents and Staff:

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

- is frightened of walking to or from school;
- 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 starts lacking in confidence;
- starts stammering;
- attempts or threatens self-harm/suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning for no apparent reason;
- begins to make less effort with school work than previously;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or "go missing";
- asks for, or starts stealing, money;
- has dinner or other monies that get continually "lost";
- has unexplained cuts or bruises;
- comes home hungry (money/lunch has been stolen);
- 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 devices;
- is nervous and jumpy when a cyber-message is received;
- refuses to make eye contact;
- becomes short tempered;
- changes in attitude to people at home.

Be aware that these signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated as such.

## Helpful organisations:

- [www.childline.org.uk](http://www.childline.org.uk) Tel: 0800 1111
- <https://www.nspcc.org.uk/>
- <http://www.bullying.co.uk/> Tel: 0808 800 2222
- <http://www.familylives.org.uk/>
- <https://www.kidscape.org.uk/> *Parent Advice Line* Tel: 020 7823 5430 (Mon-Tues, 10am-5pm)