



ST. OSWALD'S
C of E ACADEMY

Anti-Bullying Policy

2016/17

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APPROVED:	DATE: NOVEMBER 2016
SIGNED: D.ELVIN	ROLE: CHAIR OF GOVERNORS
TO BE REVIEWED:	NOVEMBER 2018

Our Mission Statement:

We aim to provide a high quality of education for all, recognising everyone's value and worth, helping them to achieve their full potential, and sharing the love of God made known through Jesus Christ.

St Oswald's CE Academy Anti-Bullying Policy

INCLUSION STATEMENT

As an inclusive school we are committed to setting suitable learning challenges, responding to pupil's individual learning needs and overcoming potential barriers to learning and assessment for individuals and groups of pupils. As we are a Church of England School, we aim to capture the ethos and spirit of our school by agreeing the following:

- The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation.
- We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential.
- We will 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 full 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 school community will actively promote an anti-bullying environment.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without the fear of being bullied. *(This policy refers to bullying in the sphere of children).*

OUR DEFINITION OF BULLYING

"Bullying is behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally." (DfE 'Preventing and Tackling Bullying', March 2014).

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumors, sending malicious e-mails or text messages on mobile phones/social networking sites.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

Pupils who are being bullied may show changes in behavior, such as becoming shy, nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking confidence, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school to an adult.

All school staff must be alert to signs of bullying and act promptly and firmly against it in accordance with the school policy (see also: Safeguarding Policy).

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's 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 and SEAL materials (Social and Emotional Aspects of Learning) and 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 school community.

Our curriculum is used to:

- Raise awareness and increase understanding about bullying
- Teach pupils how constructively to manage their relationships with others

Circle Time, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Our school rules are displayed around the school and in classrooms to remind pupils of their rights and responsibilities.

We will publish our anti-bullying policy on the school web-site.

Posters around school will tell pupils what to do if they are bullied, or see others being bullied, and about Childline and other sources of confidential help.

We will ask pupils whether they feel safe in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

STATUTORY DUTY OF SCHOOLS

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

School

The following steps are to be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head Teacher.
- The Head Teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and advise the appropriate other teachers.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.
- Being allowed to write to or speak to the bully about how they feel.

Pupils can seek help through:

- Approaching a staff member.
- Directly going to the Head Teacher.
- Talking to a parent who will in turn inform the school.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending (strategies from the behaviour policy may be followed if appropriate).
- Loss of break or lunchtime.
- Time out.
- Exclusion from certain areas of school premises.
- Lunching alone.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.

Bullying of a racist nature will be taken seriously and will be followed up by the class teacher or member of the SMT who will in turn report this to the Local Education Authority (see also Safeguarding Policy).

OUR RESPONSIBILITIES

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another, and
- Adhere to and to 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 and to 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 an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises. However it may be that a pupil or parent tells us of bullying off the school premises on journeys to and from school. The bullying may be by pupils from our own school, by pupils from other schools or by people who are not at school at all. We will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Head Teacher of another school whose pupils are bullying.
- Talk to the police if necessary.

CONCERNS, COMPLAINTS ... AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Head Teacher's notice. If the Head Teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure. Please ask the school office or look on our school's website for information about this.

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy annually and using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of days of absence which are thought to arise as a consequence of bullying.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

The policy will be promoted and implemented throughout the school.

To Be Reviewed by November 2018