

Oakwood School

Anti-Bullying Policy

Policy prepared by:	Ms. J. Openkowski
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CHILDREN LEARN WHAT THEY LIVE

If a child lives with criticism, he learns to condemn
If a child lives with hostility, he learns to fight
If a child lives with ridicule, she learns to be shy
If a child lives with shame, she learns to feel guilty
If a child lives with encouragement, he learns confidence
If a child lives with fairness, she learns justice
If a child lives with security, she learns to have faith
If a child lives with acceptance and friendship, he learns to find love in the world

Our School community will not accept any unkind actions or remarks, even if these are not intended to hurt.

Aims and Objectives

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable and that a safe and secure environment is created in which everyone can learn and work. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in, Keeping Children Safe in Education (KCSIE), The Children's and Family Act 2014, the SEND Code of Practice 2014 and Sexual violence and sexual harassment between children in schools and colleges, DfE December 2017.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies.
- (PHSE [Personal, Health & Social Education] lessons, circle time etc.) will be used throughout the school.
- To reduce the opportunities for bullying to occur.

- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.
- Bullying and cyber bullying will not be tolerated. It is our responsibility to ensure that if it occurs any incidents of bullying is dealt with in line with this policy.

OAKWOOD SCHOOL AIMS TO -

- Create a positive and orderly atmosphere where teaching and learning can take place
- Create a safe environment for pupils and staff through the clarification of expectations, roles, rights and responsibilities
- Identify effective systems and practices
- Address the demands of changing conditions and approaches

OAKWOOD SCHOOL AIMS TO ENCOURAGE APPROPRIATE BEHAVIOUR BY :-

- Having high expectations of pupils and providing positive feed-back about our pupils' efforts and achievements
- Making it clear to pupils the way they are expected to behave and not behave
- Encouraging pupils to trust staff through treating pupils fairly and with respect at all times
- Creating and maintaining a secure learning environment where pupils can learn free from physical or emotional threat.
- By protecting pupil's legal rights e.g. under the Children Act (2004), The Human rights Act (1998), The United Nations Convention on the Rights of the Child (1991)
- Ensuring equal opportunities are maintained
- Informing and consulting parents about their children's progress, and implementation of strategies for dealing with challenging behaviours

Pupils will be encouraged to maintain appropriate behaviour by following :-

OAKWOOD SCHOOL'S CODE OF CONDUCT :-

Be polite and helpful to everyone
 Follow staff instructions
 Sort out difficulties without argument or fighting
 Act safely

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion, it is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetuated by individuals or by groups.

Bullying can be:-

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, hitting, punching or any use of violence, taking or hiding someone's things.
- Racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual unwanted physical contact or sexually abusive or sexist comments, including sexting.
- Homophobic because of, or focussing on the issue of sexuality.
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Cyber bullying sending offensive text messages/emails, internet chat, Facebook misuse, misuse of associated technology ie. Camera and video facilities, iPad, games consoles, etc.
- Disability.
- Discrimination.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes; so that every pupil learns about the damage it causes to both the child and who is bullied and of the bully the importance of telling a teacher about bullying when it happens, these are targets/principles that are embedded into our SMSC / PSHCE framework.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to Ms. J. Openkowski.
- Follow up any complaint by a parent about bullying, and report back promptly and fully over the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect a pupil who is being bullied unless unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Recording and Monitoring

Any serious incident of bullying and racist incidents will be recorded and collated by Ms. J. Openkowski.

The PHSCE scheme of work and the Spiritual, Moral, Social and Cultural framework will enable identified opportunities to deliver aspects of this policy.