Anti-Bullying Policy

*Draft - awaiting ratification*

Review Date: July 2018

Approved by Full Governing Body on: Awaiting ratification

To be reviewed in July 2019
Anti–Bullying Policy for OIEA

Policy Statement

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in school.

If bullying does occur, all pupils should be able to report and know that incidents will be dealt with promptly and effectively. We are a reporting school. That means that anyone who knows that bullying is happening knows that it is Right to Report.

What is bullying?

According to the vast responses to the survey of staff, parents and pupils, OIEA’s definition of bullying is:

‘The behaviour by an individual or a group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.’

This policy will be reviewed every year with pupils, parents and staff being surveyed. We need to find out if the policy is working or not and what changes and updates need to take place.

The Academy’s commitment to safeguarding

The safeguarding of pupils is very important to us in school, in the community and online. Any concerns should be reported to the Safeguarding Designated Senior Person; Mrs Watkinson and in her absence the deputy safeguarding officer Louise Craven.

All visitors to the school are instructed to report to reception and the school adheres to safer recruitment guidelines.

At lunchtimes and breaks there are always senior staff on duty around the site together with the midday supervisors.

To be read in conjunction with the Behaviour policy, Safeguarding policy, PSHE policy, ADP and OIEA, Acceptable Use policy (computers)
Types and Effects of Bullying

Bullying can seriously damage a young person’s confidence and sense of self worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the impact on parents and school staff can be significant.

Pupils are bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

Bullying can take place between pupils, but it can also take place between pupils and staff, between staff, between parents and staff or between parents and pupils; by individuals or groups; face to face, indirectly or using a range of cyber bullying methods.

Bullying can take several different forms.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, dirty looks)
- 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, internet chat room and social network site misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

There is no “hierarchy” of bullying. All forms of bullying will be taken equally seriously and dealt with appropriately.
Strategies for the prevention of bullying at OIEA

At OIEA we have adopted a range of strategies to reduce bullying and to tackle it effectively when it does occur.

All children know that it is **Right to Report** all incidents of bullying to whoever they feel most comfortable talking to. They know that their concerns will be listened to, taken seriously and acted upon.

All staff promote an open and honest anti-bullying ethos.

We have corridor displays addressing anti bullying and all students have been issued with a confidential e mail and text messaging service as an alternative way of reporting bullying.

Form tutorial time, assemblies and subject areas, as appropriate, we raise awareness of the nature of bullying in an attempt to eradicate such behaviour.

PSHE classes include units of work on anti bullying and there are regular discussions around diversity drawing out anti bullying messages.

We are actively involved in Anti–Bullying Week events which take place in November of each year.

We have a very active Student Voice in school. Representatives meet regularly both with Heads of Year and with a member of SLT. Anti Bullying is a standing agenda item at all meetings.

There is also an anti-bullying peer counselling service. Members of the team are also on duty at lunchtimes. All students know that should they have any concerns at all they can go to chat with the trained members of the Anti Bullying Team.

Each year group has a staff supervised year base to which they can go at lunchtime should they want to be inside to chat through issues with a member of staff. (Usually their Head of Year or one of the year tutors). In addition to this year 7 students have their own playground to use at lunchtime and break time. At lunchtime and break senior staff and pastoral managers are on duty together with lunchtime supervisors. Students have mapped the school site and identified the areas where bullying takes place and this has informed the organisation of duty areas.

The SEN department has its own ‘Hub’ which is open before school, during break and lunchtime for our more vulnerable pupils to access.

On a weekly basis the school nurse and her team run a health clinic in school. Pupils can access this service either by appointment or through the “drop in” sessions.
The academy also has a counselling service. A member of staff from Safespeak is in school one day a week and students can access her services by appointment or by the online sessions.

The student planner has several pages devoted to bullying and student concerns including; Derbyshire’s anti-bullying commitment, information about the Anti Bullying Ambassadors, a flow chart for pupils to decide if they are being bullied and information about how to access the School Nurse (including her phone number).

In addition, the student planner contains web addresses of key anti bullying organisations.

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Recent surveys of students, staff and stakeholders reveal that whilst bullying is not very widespread at present, it does exist. Students report that they would like OIEA to be a “Bully Free Zone”

In order to achieve this we have identified an anti bullying forum to focus on an annual anti bullying plan. We will review relevant data regularly and use it to revise interventions to further reduce incidents of bullying

**Reporting and Responding to Bullying**

At OIEA we promote that it is always **Right to Report**.

If bullying is suspected or reported, the incident should be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded on SIMS so that the form tutors and HoY pick it up at the end of the day. Serious incidents of bullying should be reported to the HOY immediately. The HOY will interview all concerned and record all statements. Reports from the initial member of staff and any witness statements from staff and/or pupils will be kept altogether by the HOY during investigation. Parents will be kept informed.

**Students**

Students who have been bullied will be supported by:
- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self esteem and confidence.
Students 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 carers to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- SLT detention
- Reflection Soom
- short fixed term exclusion
- longer fixed term exclusion

Once the incident is resolved the records will be stored in SIMS and the paper supporting evidence (witness statements etc) will be stored in student files in SSO.

Assistant Principal (Inclusion), HOY and Anti Bullying forum will coordinate the reporting system and analyse patterns.

**Working with the Victim**

**Counselling**

In some cases a simple sorting out of an incident may be all that is required.

Many victims though may require counselling support.

**Goal focused**

Help the victim. Identify areas and behaviour he/she would be able to change in order to reduce likelihood of bullying taking place.

E.g.:
- Personal appearance
  - Avoidance of dangerous situations
  - Irritating personal habits.

This needs great care as the response could be negative and low self-esteem could be reinforced.

**A Framework for problem solving**

Sometimes the use of structured framework can be used to focus on the issues.
- **Listen**  
  Listen to the problem. Try to understand what it means to that person.
- **Prioritise**  
  Decide which is the most important aspect of the problem.
- **Plan**  
  Decide on the best course of action. Try to anticipate what might go wrong.
- **Action**  
  Put the plan into operation.
- **Support**  
  Decide the support necessary.
- **Evaluate**  
  Review its success after a period.  
  Modification necessary?

**Further Action**

- Identify areas and times when bullying takes place and help avoid.
- Advise the victim not to “buy the bully off” e.g. with sweets or money.
- Work with the victim on a plan of action.
- Discourage “fighting back”
- Helping the bully and victim to know each other better and encourage cooperation.
- Look for ways of boosting the confidence and popularity of the victim.
- Providing assertiveness training, drama or role play to improve confidence.
Are You being Bullied?

Pushed, hit or kicked.
Always

Ignored, teased or threatened?
Think!
Is this really a problem?
Yes
Can you ignore it?
Tell trusted adults (parents, teachers or youth leaders)
Talk to your friends.

Think
Have you done anything to encourage the bullying by
name calling, annoying, boasting or showing off?
(Ask a friend)
No
Think!
What can you do?
(If these don’t work, insist that an adult helps you)

Tell a trusted older friend
Is there any truth in the name calling? If so, do you need to change
Not enough friends? Join a club or group
Bring a game into school.
"Get it off your chest". Draw a picture,
write about it, make a sculpture.

Don’t be tempted to stay off school
Avoid “risky” situations where possible.
If not stay close to an adult.
Be proud of yourself. Everyone has good
points. Make a list of yours.
Try not to make it fun for bullies by tears
and tantrums. Tell an adult instead.

Any more ideas that suit your particular problem??
**Working with Children who are Bullying**

Research suggests that dealing with bullying should:

- Be critical of the behaviour, not the person.
- Emphasise natural justice.
- Offer opportunities to make amends and change behaviour.

Ensure that the bully makes a written record.

Parents should be involved constructively to support changes of behaviour.

The rewards and sanctions procedure should reward non-aggressive and cooperative behaviour and deal also with bullying. Severe bullying may result in formal academy sanctions, but tasks that contribute to the academy in some way may be viewed as appropriate.

Disapproval should be vigorous and unambiguous and the bully informed directly of the pain and anguish his/her behaviour has caused.

Groups of bullies or gangs should be broken up by not allowing them to play, sit or eat together.

**Bullying Hurts**

Everyone has the right to be treated with respect.
Everyone has the right to feel happy and safe.
No-one deserves to be a victim of bullying.
Bullies need to learn different ways of behaving.

It is **Right to Report**.
Our academy will respond promptly and effectively to reported incidents of bullying.
Acknowledgements and Help Organisations.

Safe to Learn
www.teachernet.gov.uk

Safe from bullying
www.dcsf.gov.uk

The Anti-Bullying Alliance
www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk

Bullying online
www.bullying.co.uk

Parentlineplus
www.parentlineplus.org.uk

Chatdanger
www.chatdanger.com

Think U Know
www.thinkuknow.co.uk

Know It All for Parents
www.childnet-int.org/kia/parents

Childline
www.childline.org.uk

NSPCC
www.nspcc.org.uk

DfES
www.dfes.gov.uk/bullying

Ofsted
www.ofsted.gov.uk