**Oscott Academy**

**Anti-Bullying Policy**

**May 2020**

**1.0 Introduction**

1.1 Oscott Academy aims to ensure that all members of the school community feel welcome, safe and happy and so are able to learn and make progress. Bullying of any kind prevents this happening and makes people feel unsafe.

1.2 As a school, we take bullying extremely seriously. Pupils, parents and carers should understand that reporting bullying is essential and be assured that the school will support them fully whenever bullying is reported. It is the responsibility of all members of the school community to implement the Anti- Bullying Policy.

**2.0 Aims**

2.1 To build an anti-bullying ethos in the school.

2.2 To ensure all staff, pupils, parents and carers have a clear understanding

of what bullying behaviour is.

2.3 To ensure all staff know and understand the school policies on bullying and implement them when bullying is suspected or reported.

2.4 To ensure that all pupils, parents and carers know and understand the school policies on bullying and feel confident to activate the anti-bullying systems.

2.5 To challenge attitudes about bullying behaviour

2.6 To increase understanding for pupils who may be vulnerable to bullying.

2.7 Our school fosters a safe family environment where students feel safe and bullying has no place.

**3.0 Definition of Bullying**

3.1 Bullying is deliberate hurtful behaviour that may be repeated over a period of time. Although it can sometimes be a ‘one-off’ incident, it can take the form of name-calling, violence, threat of violence, isolation, ridicule, intimidation or other action such as spreading unpleasant stories about someone.

*3.1 An on-going experience of Bullying may sometimes be indicated by one or more of the following:*

3.1.1 Physical signs - bruises, scratches, cuts, damaged clothes.

3.1.2 Health concerns - loss of appetite, stomach aches and headaches.

3.1.3 Emotional difficulties - unwillingness to go to school, withdrawn or secretive behaviour, unhappiness, unusual show of temper, refusal to speak about problems, high levels of anxiety.

3.1.4 Changes in routine - asking to be taken to school, taking longer to get home,

asking for more money, using different routes to school, lost or missing belongings.

3.1.5 Academic difficulties - concentration difficulties, damage to work, missing work

**4.0 Cyber Bullying**

4.1 Cyber bullying is a particular form of bullying and describes the misuse of ICT in sending, for example, offensive text messages or e-mails or sending degrading images by phone or the internet *(see Anti-Cyber Bullying Policy)*. Bullying can take place between pupils, between pupils and staff, between staff and can involve both individuals and groups; bullying can be ‘face to face’, indirect or using a range of cyber bullying methods, as stated above. It can happen in isolation or quite often in the presence of others. The school works hard to ensure that all pupils know the difference between bullying and simply ‘falling out’ or arguing. Oscott Academy will do its upmost to ensure that Cyber Bullying does not occur in the centre. Incidents which occur outside of the centre may need to be referred to the police.

**5.0 Principles and Practices**

 *Our Pupils are entitled to*

5.1 Feel safe and not to be made unhappy by others.

5.2 Learn in an environment free from fear.

5.3 Be free from discrimination in relation to their race, religion, disability, social class, sexuality or gender, personal differences, performance at school or any other matter.

5.4 Not be the recipient of malicious and unkind notes, letters, text messages,

e-mails, phone calls or any form of gossip or slander by any other means.

***6*.0 Preventing Bullying**

6.0.1 Prevention is better than cure, so we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum, whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

6.0.2 Pupils are told that they must report any incidence of bullying to an adult, and that if another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report this to a member of staff.

*6.0.3* Oscott Academy will address issues of bullying through our PSHE curriculum.

*6.1 Reporting Bullying*

6.1.1 Pupils who are bullied or who witness bullying should feel confident to report it to any member of staff. Each incident or alleged incident of bullying occurring within the school will be taken extremely seriously and on its own merits. An investigation will follow which will require the deployment of senior pastoral staff in interviewing pupils and gathering written pupil accounts as necessary. A record will be kept of incidents in pupil files and parents will be notified of this process accordingly.

*6.2 Responding to Bullying*

6.2.1 When an incident of bullying is discovered, the Head of centre will discuss with the pupils the issues appropriate to the incident and will follow appropriate disciplinary (and further educative) procedures within school to aim to prevent a repeat of the behaviour. Parents will be contacted and informed of the outcome.

6.2.2 In order to ensure effective monitoring of such occurrences and to facilitate co-ordinated action, all proven incidences of bullying will already have been reported to the Head of the Centre. If bullying includes racist abuse, then it will be recorded in the Racial Incident Book. The school will continue to demonstrate to the whole school community that bullying will not be tolerated in any form.

6.2.3 If the severity of the incident is such that it can demand a less formal process of reconciliation between the pupils involved, then this will follow with the mediation of the Head of the Centre in a restorative justice style. The adult will remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil will be given an opportunity to talk and the discussion should remain focussed on finding a solution to the problem and preventing the problem recurring.

6.2.4 Pupils who have been bullied will be offered appropriate support through the centre staff.

*6.3 If bullying persists, one or a combination of the following actions will be taken:*

6.3.1 An official report will be made and filed in the pupil’s personal record

6.3.2 Parents/carers will be contacted to discuss the issues and will be given feedback on progress in dealing with the incident; additional external help may be sought from, for example, the schools’ Educational Psychologist or Behaviour Support Consultant.

6.3.3 Oscott Academy will endeavour to achieve restorative justice by reconciling children only once permission to do so is given by the child being bullied.

6.3.4 Exclusion from school.

*6.4 Parental/Carer Involvement*

6.4.1 The parents/carers of the pupil who was responsible for bullying and their victim, will be informed of any incident and the action that has taken place and they will be asked to support strategies proposed to address the problem.

6.4.2 Pupils who bully will be helped to understand the pain that this causes to others and be reminded of the possible consequences of bullying. The sanctions for repeated bullying will be clearly explained to him/her. Support will be agreed to ensure that this pupil does not repeat bullying behaviours and their behaviour may be monitored. Parents will be involved in this monitoring.

6.4.3 Parents are reminded regularly through letters and newsletters to encourage their children to tell someone if they experience bullying as not divulging information may cause the issue to escalate.

**7.0 Key Information for Pupils**

*7.1 If you are bullied*

7.1.1 Remember that it is not your fault; nobody deserves to be bullied

7.1.2 Try to stay part of a ‘friendly’ group of pupils

7.1.3 Try to be confident even if you do not feel it and remember that to walk away is not cowardly

7.1.4 If you are worried or frightened, you can speak to a member of staff at any time.

7.1.5 Keep a diary, recording what happens and tell a member of staff.

*7.2 If you experience bullying by mobile phone, text messages or e-mail*

7.2.1 Do not retaliate or reply.

7.2.2 Save the evidence; do not delete anything.

7.2.3 Contact your service provider or look at their web-site to see how you can report incidents

7.2.4Be careful who you give your mobile phone number or e-mail address to.

7.2.5 Make a note of exactly when a threatening message was sent.

*7.3 Who you should tell*

7.3.1 Any member of staff at the centre.

7.3.2 Any member of staff you feel happy to talk to or feel you can trust

7.3.3 Your parent, carer or anyone at home.

7.3.4 Your friend, if this helps.

7.3.5 In an emergency, tell the nearest adult to you

*7.4 When to tell*

7.4.1 If you are afraid; report the bullying as soon as you can; otherwise, report the bullying when you are not in lessons; before school, at break or lunch times or after school; staff will make time to listen to you.

*7.5 Summary*

7.5.1 It does not help to keep the problem hidden; you need support and pupils who bully need help so that they can change their behaviour.

7.5.2 The problems are unlikely to go away if you ignore them and they may even get worse.

7.5.3 Take a friend with you if you are worried about telling someone; your friend may help you to do this.

7.5.4 Staff will listen to you in confidence as far as they can, but you must be aware that they may have to pass on certain information to get you the help you need; they will always tell you what they are going to do.

**8.0 Evaluation**

*8.1 Success Criteria*

8.1.1 This policy will be judged successful if the pupils whose needs it addresses, are making sufficiently positive progress with their behaviour and attitude to learning.

8.2 *Monitoring and Review*

8.2.1 The Anti-Bullying Policy is subject to staged review throughout the course of the school year.

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