



OAKLANDS CATHOLIC SCHOOL

AND

SIXTH FORM COLLEGE

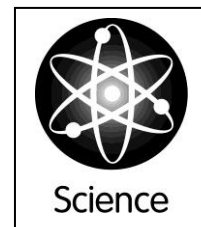
ANTI-BULLYING POLICY

APPROVED BY GOVERNORS	DECEMBER 2010
REVISION DUE	DECEMBER 2013
MEMBER OF STAFF RESPONSIBLE	ASSISTANT HEAD TEACHER
STATUTORY / NON-STATUTORY	NON-STATUTORY



Community

Unity



Opportunity

Oaklands Catholic School is committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere. We believe that how we feel affects how we learn and we want all students to have the opportunity to achieve their full potential and to realise the five outcomes of Every Child Matters. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

“A safe and welcoming school looking forward with confidence to the challenges of developing students for life in 2020.”¹

Aims of this Policy

This aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils and parents:

- have an understanding of what bullying is;
- are aware of our School Code of Conduct, by having it in the Homework Planner and displayed around the school;
- promote discussion on the topic within PDC and ensure parents are aware of our stance. The underlying theme should be that of rights and responsibilities – students have a right to learn in a safe environment and a responsibility to treat others in a respectful manner;
- know that as school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported;
- encourage promotion and development of Anti Bullying Campaign;
- encourage an atmosphere in which students feel comfortable to confide in staff with a promise of investigation;
- To prevent or stop any continuation of harmful behaviour;
- To safeguard the student who has experienced bullying and to implement support where necessary for the family;
- To apply consistent and robust sanctions where deemed necessary and appropriate in order to deter harmful behaviour and repeat bullying;
- know that: **Bullying will not be tolerated.**

In addition to this we will aim to create an atmosphere in which mutual respect and tolerance of an individual's right:

- not to be bullied, emotionally, verbally or physically, will thrive;
- to encourage pupils to take responsibility for their own freedom from intimidation and the freedom of others in the same respect;
- to encourage a consistent approach and attitude by all adults which creates an environment in which incidents can be dealt with appropriately and promptly;
- to create an open atmosphere within the school where pupils can go to a variety of listeners for support.

¹ Oaklands Governors Vision and Strategy, 2010

- advise all staff of our policy, procedures and sanctions.

What Is Bullying?

Bullying is defined as **deliberately hurtful behaviour**, which is **unprovoked, repeated** over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in **pain and distress to the victim**.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures etc);
- **Physical** pushing, kicking, hitting, punching or any use of violence;
- **Racist** racial taunts, graffiti, gestures. Racist bullying is logged separately to other bullying incidents, and reported upon annually to the Governing Body;
- **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;
- **Special Educational Needs** students with SEN may be at greater risk of bullying due to social, emotional or physical disabilities; this also includes Young Carers or LAC due to their domestic circumstances;
- **Cyber** All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images or videos by phone or via the internet.²

Implementation of the policy:

The action taken by staff will be determined by the degree of bullying that has taken place. Students can refer incidents to any member of school staff who must immediately notify the HOY or Tutor.

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is;
- Making clear that a zero tolerance approach to bullying is in place in school;
- Encouraging children to report incidents without feeling they are telling tales;
- Stressing the role of the Bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene (Pepler). We encourage the bystander to get involved as opposed to watching and colluding any bullying they witness;
- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom;

² Adapted from Safe to Learn, Embedding Anti-bullying Work in Schools, DCSF, 2007

- Rewarding positive behaviour and relationships as outlined in our behaviour policy and through the Reward systems;
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through year group assemblies and PDC/SEAL teaching;
- Develop children's own resilience through a PDC/SEAL curriculum and Stand Up 4 Me sessions, self-esteem groups in the Bartimaeus Centre;
- Providing a structured, well-staffed playground environment with a variety of activities for students during school breaks

When dealing with bullying staff will:

- Listen and respond attentively;
- Investigate the incident ensuring any bullying has stopped;
- Record all incidents of bullying on Incident Forms and keep on file;
- In the first instance meet with the bullies and victims individually;
- If appropriate, facilitate a meeting between the bully and victim as an opportunity for the bully to understand how their actions have affected the life of the victim;
- Contact the parents of both the victim and bully to discuss the problem;
- In more serious cases, or if a pupil is repeatedly bullying, involve the Senior Designated Person responsible for child protection who will support the investigation and actions that need to follow;
- Where appropriate liaise with members of the Pastoral Support Team to support the options available to support the victim and/or the bully.

Sanctioning Bullying

Merely punishing bullies does not end bullying. At Oaklands Catholic School we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable.

- The bully will be encouraged to understand how their actions have caused distress and anxiety;
- Bullies are to be disciplined in line with the school's behaviour policy; this may involve the following sanctions: Verbal Intervention, Detention, Inclusions Room period, Fixed Term Exclusion (at the discretion of the Headteacher);
- We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures;
- Oaklands' Pastoral Team (Deputy Head, HOY, Tutor, Parent Support Advisor, Chaplain and Behaviour Mentor) are available to ensure the victim is supported in rebuilding their confidence. Support for the bully may include anger management, emotional intelligence sessions, liaising with parents or referrals to outside agencies (Children Centres, CAHMS, Off The Record etc).

For incidents such as name-calling or first offences teachers/tutors should:

- Deal with the incident as soon as is practically possible;

- Ensure that a sincere apology is made and that reconciliation is carried out;
- Provide sensible counselling for the students involved;
- Provide the HOY with a written account of the incident.

Incidents which would be deemed to be of a more serious nature include:

- Physical assault (injury sustained);
- Sustained/repeated verbal abuse;
- Persistent harassment (including cyber) or racist behaviour.

Should there be further incidents of a serious nature, the Head of Year will liaise with the appropriate member of SLT to discuss whether to impose sanctions or if a temporary or permanent exclusion is required.

In cases of **cyber-bullying within school** or through the school internet/intranet the following measures may be taken:

- Evidence should be collected, saved and stored where possible;
- Students will have mobile phones confiscated and will be barred from accessing school computers;
- Parents/carers will be contacted and in serious and/or persistent cases the school will consider a fixed term exclusion;
- Parents/carers may be advised to refer the matter to the Police for further investigation.

When **cyberbullying occurs outside the confines of the school**, but is brought to the attention of the school, Heads of Year should be informed immediately. Heads of Years should inform all parents involved and may refer the victim's parents/carers to the Safer Schools Police Officer if further action is required. The Police can take action under the 'Telecommunications Act' 1984 section 43 and/or 'The Malicious Communications Act', 1988, section 1. (See also the school's E-safety Policy).

Monitoring and Review

- Oaklands' Anti-Bullying policy is in-line with Local Authority and DfE Guidelines as well as other best practice organisations such as Kidscape. All safeguarding policies are reviewed regularly to assess their effectiveness. Input from relevant stakeholders: parents, pupils (via Student Council/Pupil surveys, Healthy Schools Team, PDC lessons and assemblies), staff and governors is encouraged;
- The number of bullying incidents are monitored by the Deputy Head, HOYs and reported to the Headteacher, governors (and LA when required);
- Oaklands' Anti-Bullying Policy supports other pastoral policies such as our Behaviour Policy, Safeguarding and Child Protection Policy and Positive Handling Policy.

Further Guidance for Children:

- Do not bully other people;
- If you see someone being bullied, help them or tell an adult;

- If you are being bullied TELL SOMEONE!
- Use the Buddies or your Class Tutor;
- Speak to your teacher – don't exaggerate, be honest and stick to the facts. Write it down, keep a diary or draw a picture if it helps you explain. If it does not stop – tell the teacher again.

"I will be part of the solution. Laughing at someone else being bullied makes me part of the problem".

"If I see it, I will report it. Tomorrow it might be me!".

"We will talk to someone we trust. Remember – if nobody knows, the problem will not go away".

Further Guidance for Parents:

If your child tells you they are being bullied:

- Listen to your child;
- Try not to overreact;
- Tell your child that bullying exists and it's not their fault;
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy;
- Encourage your child to tell a teacher;
- Do not involve yourself by contacting the child/parents as this makes it "personal";
- If the situation is serious, contact the class Tutor or Head of Year yourself.

The school will deal firmly with bullying behaviour in a way that reflects our commitment to equality and justice for all.

Help from Outside Agencies:

You may find the following websites useful:-

www.bullying.co.uk
www.bbc.co.uk/education/archive/bully
www.childline.co.uk
www.antibullying.net
www.kidscape.org.uk

You may find the following telephone numbers useful:-

Advisory Centre for Education (ACE) 0808 800 5793
Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Parentline Plus 0808 800 2222
Youth Access 020 8772 9900