



ANTI-BULLYING POLICY

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Statement of Intent

At The Oakwood Academy, we are committed to providing a safe, caring and friendly environment for learning for all our students to allow them to maximise their potential.

We would expect students to act safely and feel safe in school and that they feel confident to seek support from school should they feel they or others are unsafe.

Bullying of any kind is unacceptable at The Oakwood Academy. We would want parents to feel confident that their children are safe and cared for in school and that incidents when they do arise, are dealt with promptly and well.

The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role in supporting parents and working with other agencies outside the school where appropriate.

Bullying is deliberate, hurtful behaviour, either physical or psychological, which is unprovoked and is repeated over a period of time.

Some types of bullying are:-

Physical	e.g. hitting, kicking, taking belongings.
Emotional	e.g. derogatory name calling of an insulting and/or personal nature. This can include demanding money, goods or favours by means of threat or force.
Verbal	e.g. name calling, insulting remarks.
Written	e.g. threatening or embarrassing notes or graffiti
Social	e.g. spreading rumours, excluding from groups
Sexual	e.g. unwanted physical contact or sexually abusive comments
Homophobic	e.g. because of, or focussing on the issue of sexuality
Racist	e.g. racial taunts, graffiti, gestures
Cyber	e.g. the use of mobile phones or the internet

This policy **aims** to:-

- Ensure all governors, teachers and non-teaching staff have an understanding of bullying and the different types of bullying.
- Ensure that all governors, teachers and non-teaching staff know what the academy's policy is on bullying and should follow it when bullying is reported.
- Ensure that all students and parents should know what the academy's policy is on bullying and what they should do if bullying occurs.
- Assure students and parents that the academy will not tolerate bullying and that they will be supported when bullying is reported.

Reporting and responding to bullying

The academy has clear systems to report bullying for the whole school community (including staff, parents, children and young people). This includes those who are the victims of bullying or have witnessed bullying behaviour. All reported incidents will be taken seriously and investigated thoroughly.

Staff

If a staff member suspects or has any evidence to suggest that a student may be being bullied, they should refer the matter directly to the appropriate Head of House as a matter of urgency. A student may indicate by signs or behaviour that he or she is being bullied. A staff member should be aware of the possible signs and they should investigate or seek further advice from the pastoral or safeguarding staff if they notice if a student:-

- Does not want to attend school, feels ill in the morning or truants
- Wants to be driven/does not want to travel on their own to school
- Becomes withdrawn, anxious, lacking in confidence and is frightened to say what's wrong
- Has items of money 'lost' or 'go missing' and/or comes homes hungry
- Has unexplained injuries
- Attempts or displays signs/discloses thoughts on suicide or running away
- Begins to suddenly under-perform academically
- Becomes disruptive, aggressive or unreasonable and they start bullying others
- Changes their routine and/or the student stops eating
- Is afraid and/or nervous to use the internet/mobile phone and receive cyber messages/calls
- Give improbable excuses for any of the above

Students

- Students should report instances of bullying (directed at themselves or anyone else) to any member of staff but ordinarily this would be the Tutor initially and/ or the Director/Head of House
- If none of these are available at the time, or if it is easier to do so, students can report the issue directly to the staff in Student Support who will ensure that the information is passed onto the appropriate Director/Head of House

Parents

The Oakwood Academy is firmly committed to working in partnership with parents. The academy would like to work together to enlist the support of the student – either as a victim or perpetrator. Concerns about bullying should be referred directly to the student's Director/Head of House either by telephone call, email or by a pre-arranged meeting.

Summary of System

1. Bullying reported by staff/parent/student to Director/Head of House (via other staff members or Student Support in some cases).
2. The Bullying behaviour or threat will be investigated and appropriate action taken (see 'Responses/Sanctions' below) and recorded by staff on the central academy bullying log.
3. In most cases, parents will be contacted.
4. Directors/Heads of Houses, tutor and/or a member of the Student Support Centre will monitor the student after the bullying has been dealt with to support them and avoid the bullying continuing or starting again.

Sanctions

Depending on the evidence that is provided and the nature of the incident(s) the academy may take any of the following steps:

- Child spoken to by member of staff
- Specific warning issued
- Parents of perpetrator(s) contacted/ made aware
- Targeted Mentoring Programme
- Detention(s)
- Student placed "on-report"
- Break/ lunchtime isolation
- Academy Isolation
- Exclusion

Further Responses

Following the incident/incidents, the academy may also respond in a range of different ways:

- The bully may be monitored in the days/weeks after by being placed on Report
- The bully may be asked to apologise
- The victim may be monitored by a mentor from the Student Support Centre as well as by their Tutor and Director/Head of House
- When the issue is recorded formally it may indicate a racist or homophobic nature of the behaviour involved
- If possible, the students will be reconciled

Prevention

As part of our ongoing commitment to the safety and welfare of our students the academy have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- The Student Support Centre runs a range of workshops and mentoring schemes aimed at educating students on negative behaviours and helping them reduce/change these
- The Director/Head of House or tutor may invite a parent in for a meeting
- Contact/meetings with appropriate outside agencies may be set up
- The wider curriculum at the academy educates students on what bullying is, what the types are, how they can deal with it and how it can be dealt with
- All student cover cyber safety and cyber bullying
- The student voice structure has the means for students to feedback any concerns of this nature to the Director/Heads of House and Head Teacher

Useful Organisations

Anti-Bullying Alliance (ABA)

www.anti-bullying.org

KIDSCAPE Parents Helpline

0845 345 4345

NSPCC

www.nspcc.org.uk

ChildLine

www.childline.org.uk