Oakfield Lodge School



**Anti Bullying Policy**

Written by: GB

Reviewed by: IS

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**Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to report the incidents and know that they will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Every year, in addition to every day school practice, the school will have an anti-bullying week to raise the profile of bullying.

**What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

* Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
* 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 the internet, such as email & internet chat room misuse  
  Mobile threats by text messaging & calls  
  Misuse of associated technology , i.e. camera &video facilities

**Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

**Objectives of this Policy**

* All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
* All governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
* All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
* As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
* Bullying will not be tolerated.
* Cyber bullying is taken very seriously and will not be tolerated in any form.

**Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

* is frightened of walking to or from school
* doesn't want to go on the school / public bus
* begs to be driven to school
* changes their usual routine
* is unwilling to go to school (school phobic)
* begins to truant
* becomes withdrawn anxious, or lacking in confidence
* starts stammering
* attempts or threatens suicide or runs away
* cries themselves to sleep at night or has nightmares
* feels ill in the morning
* begins to do poorly in school work
* comes home with clothes torn or books damaged
* has possessions which are damaged or " go missing"
* asks for money or starts stealing money (to pay bully)
* has dinner or other monies continually "lost"
* has unexplained cuts or bruises
* comes home starving (money / lunch has been stolen)
* becomes aggressive, disruptive or unreasonable
* is bullying other children or siblings
* stops eating
* is frightened to say what's wrong
* gives improbable excuses for any of the above
* is afraid to use the internet or mobile phone
* is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

**Procedures**

**Identifying Bullying**

* All staff and pupils are aware of bullying.
* Anti-bullying week, assemblies, PSHCE lessons and discussions around school raise the profile of bullying.
* E-bullying is a focus in ICT lessons.
* Pupils are encouraged to look after and support each other.
* A high ratio of staff to pupils ensures that staff are very active in monitoring and discussing the relationships of pupils in school.
* There are external visitors in school who are not members of staff who pupils can also talk to.

**Reporting Bullying**

**Verbally**

* We hope that the ethos of openness in school and good relationships between pupils and staff means that they feel able to talk about any issues related to bullying.
* Through lessons, assemblies etc. pupils are encouraged to talk about any bullying issues with a friend, a member of the school council, member of staff or people within their communities outside of school.

**Other Methods**

* Numbers for national help line agencies such as Childline and the NSPCC are displayed around school.

**If Bullying is Identified…**

* Any incidences of bullying are recorded on CPOMS. Any members of staff can add to this. Any time this happens all staff need to be made aware of the bullying issue at a Staff Meeting. This is the responsibility of all staff.

**Minor Incidences**

* The issue is discussed with the pupils involved.
* The pupil who is responsible for the bullying will be spoken to in depth about their actions and the possible consequences of these.
* Sanctions such as loss of privileges will be put in place. Examples could include loss of breaks or computer time.
* When several small incidents of bullying involving one person occur, these are monitored by the form tutor and discussed in a staff meeting so appropriate action can be decided upon.
* At the discretion of staff, repeated minor incidences in a short time frame may result in more serious consequences in line with Major Incidences.

**Major Incidences**

* The pupil responsible for the bullying will be isolated.
* The school will speak to parents/carers about the situation and a course of action will be agreed.
* Pupils will lose privileges.
* Suspension or exclusion will be considered.

**Following Incidences of Bullying**

* Every effort will be made to rebuild relationships between the pupil who is being bullied and the person responsible.
* After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
* The safety of the pupil who has experienced bullying is paramount. Regular chats with a member of staff and strategies such as giving them a buddy will support this.