Oakfield Lodge School



**Student Anti Bullying Policy**

**Written by: NM, MD**

**Reviewed by: GB**

**Date of next review: September 2019**

**Statement of Intent**

We are committed to providing a caring, friendly and safe environment for everyone so we can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, everyone 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 should feel able to talk about it. Every year the school has an anti-bullying week to raise the awareness of bullying.

**What Is Bullying?**

Bullying is when you go out of your way to hurt another person. Sometimes it is over 24 hours and it isn’t just the once. Bullying results in people being hurt and upset. It also reduces self-esteem by putting people down.

Bullying can be:

* Emotional being unfriendly, leaving somebody out, picking on people (e.g. hiding books, threatening gestures)
* Physical pushing, kicking, hitting, punching or any use of violence
* Racist inappropriate references and jokes
* Sexual unwanted physical contact or sexually abusive comments
* Homophobic picking on somebody because of their sexuality
* Verbal name-calling, sarcasm, spreading rumours, teasing
* Cyber All areas of the internet, such as email and social media
Threats using text messaging, calls and videoing

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

Bullying hurts.

No-one deserves to be bullied. If you don’t respond first time it can get worse and could cause mental health problems, self-harming and can even lead to suicide.

**Objectives of this Policy**

All governors, staff, pupils and parents should have an understanding of what bullying is and what procedure needs to be followed.

**Signs and Symptoms**

A pupil can show signs of bullying in various ways-

* is frightened of walking to or from school
* changes their usual routine
* is unwilling to go to school or begins to truant
* becomes withdrawn anxious, or lacking in confidence
* attempts or threatens suicide or runs away
* begins to do poorly in school work
* comes home with clothes torn or books damaged or missing
* asks for money or starts stealing money (to pay bully)
* has unexplained cuts or bruises
* becomes aggressive, disruptive or unreasonable
* is bullying other children
* stops eating
* is frightened to say what's wrong

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.
* Pupils are encouraged to look after and support each other.
* There is a named staff member for anti-bullying who monitors all incidents logged in school and identifies any incidents of bullying and tracks trends. She reports back to staff meetings weekly.

**Reporting Bullying**

**Verbally**

 Students are encouraged to talk to staff and each other about any issues related to bullying.

**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 will be made aware of the bullying issue at a Staff Meeting.

**Minor Incidences**

* The issue is discussed with the pupils involved.
* The pupil who is responsible for the bullying will be spoken to about their actions and the possible consequences of these.
* Sanctions will be put in place. Examples could include loss of breaks or computer time.

**Major Incidences**

* The school will speak to parents/carers about the situation and a course of action will be agreed.
* Pupils will lose privileges.

**Following Incidences of Bullying**

* Every effort should 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.