

Oakfield House School

Anti-Bullying Policy



Policy Document (2014-2015)

Updated:	December 2014
Review date:	September 2015
Signed by:	



Oakfield House

Whole-school policy on Bullying

This policy has been drafted in consultation with pupils and staff at Waterloo Lodge School as well as incorporating the latest recommendations from the DfE Behaviour and Discipline in Schools and Preventing and Tackling Bullying, and the Equality Act 2010.

PSHE lessons have been used to raise the issue of bullying and to give pupils the opportunity to look at how it might be tackled and what they see as being effective sanctions. As a result the sanctions and procedures for bullying dovetail into the schools existing behavioural policy.

Definition

Bullying is anti-social behaviour, which causes hurt or upset to someone else.

Bullying can be:

- Verbal - name-calling, insulting personal remarks, racist remarks, sexist remarks and remarks of an explicit sexual nature.
- Physical - hitting, kicking, pushing or taking belongings or money.
- Indirect – spreading nasty stories about someone, exclusion from social groups, or being made the subject of malicious rumours.
- Cyberbullying – via the internet or mobile phone

Aims and objectives

- We believe that all pupils at Waterloo Lodge School have a right to be treated with respect and consideration.
- That the provision of a safe environment will promote learning and good citizenship.
- That any form of bullying is totally unacceptable and that the school will act promptly and decisively to deal with any such behaviour.
- That staff, parents/carers and pupils should work together in order to reduce instances of bullying.

Procedures

1. All staff need to be aware of the schools policy on bullying and should be vigilant at all times so that bullying does not pass undetected.
2. Staff should investigate any allegations of bullying and take the pupils concerns seriously.
3. Staff should act promptly to investigate alleged instances of bullying.
4. Less serious incidents (name calling etc.) should be challenged immediately and an appropriate sanction given (lost break/removal). The pupil being bullied needs to be reassured of our support and encouraged to report immediately any further incidents. Staff should then pass on this information to the appropriate Head of Key Stage.
5. In the event of a more serious incident (a fight or assault etc.) the Head of Key Stage 3 or 4 needs to be informed at the earliest possible opportunity.

Senior Leaders should then:

1. Ensure that the incident is written up in the Bullying Log.
2. Make parents/carers of both parties aware of the incident within 24 hours.
3. Use one or more of the following strategies to deal with the incident depending on the circumstances:
 - Investigate the incident.
 - Bring bully and bullied together for a no-blame, conflict resolution approach.
 - Reparation or compensation for damaged/stolen property.
 - Detention.
 - Referral to the SLT for fixed term exclusion or for police involvement.

Racist/Sexist Bullying

Racist or sexist bullying (including homophobic bullying) is deemed as a serious incident and should be dealt with as for any serious incident with the addition of the completion of the racist/sexist log.

Racist incidents include:

- Verbal abuse by name-calling, racist jokes and offensive mimicry.
- Physical threats or attacks.
- Wearing of provocative badges or insignia.
- Bringing racist leaflets, comics or magazines.
- Inciting others to behave in a racist way.
- Racist graffiti or other written insults.
- Refusing to cooperate in work or play.

Sexual bullying is characterised by:

- Abusive name-calling.
- Looks and comments about appearance etc.
- Inappropriate and uninvited touching.
- Sexual innuendoes and propositions.
- Pornographic material, graffiti with a sexual content.
- In its most extreme form, sexual assault or rape.
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Monitoring

- The SLT will be responsible for monitoring instances of bullying within the school.
- The SLT will ensure that new pupils and staff are aware of the policy.
- The policy will be reviewed annually.

Evaluation

The policy will be deemed to be a success if:

- Staff are more vigilant and responsive to bullying.
- Fewer pupils report being bullied or that they are bullying.
- More pupils say that they would not join in bullying someone else.
- More pupils would tell a member of staff if they were being bullied.