



Anti-bullying Procedure

Oasis Academy Fir Vale is an Anti-Bullying Ambassador school. There are only 2,500-trained schools, academies and colleges in the UK and Ireland. We have 30 students in the academy who are fully trained anti-bullying ambassadors. Their role is to give inspiration to others, promote anti-bullying initiatives and carry out practical ideas to prevent bullying and ensure everyone feels safe and happy in the academy. Throughout the academic year, the ambassadors lead on weekly circle time anti-bullying activities for their class with a collection of great ideas for their anti-bullying campaign. By wearing their badge, the anti-bullying ambassadors strive to shape attitudes, change behaviours and help to create a culture of respect, values and understanding.

The anti-bullying ambassador leadership group created a charter, which outlines the five key areas they expect every child in the academy to abide by in relation to anti-bullying.

We expect everyone within our Academy to promote a culture of anti-bullying/harassment. We do this through promoting the Oasis 9 habits, our Academy rules, integration of Safeguarding and British values in Academy life, daily circle time/PSHE, activities related to national events such as anti-bullying week, assemblies and School Parliament activities. We work to ensure that no child at our Academy involved in any incident of bullying is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief. All staff must be vigilant and aware of the possible indicators of bullying.

This procedure must be read in conjunction with the Oasis Anti-bullying policy and all other policies and procedures.

Anti-bullying Academy lead:

Anti-bullying procedures will be led by: Inclusion Manager, Kevin Cooper

They will be over seen by: Principal, Helen Round

How to report bullying:

1. All incidents that relate to bullying should be reported to the Inclusion Manager as soon as possible. This includes incidents that have happened off site. If the Inclusion Manager is off-site, report the incident to the Safeguarding Manager (Tracy Beevor) or the Principal.
2. All incidents that relate to bullying should be logged on Cpoms using the appropriate tag the same day. Do not promise confidentiality when speaking with a child, record the facts on Cpoms as witnessed or disclosed.
3. The Inclusion Manager will investigate the incident and log the following on Cpoms
 - Reflection – What has happened? Could it have been different?
 - Resolution – How can we try to ensure this doesn't happen again?
 - Reconciliation – How we put things right between those involved?
4. The Inclusion Manager will make arrangements to follow up incidents longer term after they have been resolved which should also be logged on Cpoms.
5. Parents of all children involved will be informed as appropriate.

6. If bullying is identified, an appropriate sanction will be applied following the Academy behaviour procedures. Any sanction will also include supporting behaviour change through pastoral intervention and the restorative approach.
7. If necessary, in serious cases other services will be involved as appropriate eg, Police
8. The Inclusion Manager will make arrangements to follow up with all children involved longer term.
9. If bullying continues (persistent bullying) further sanctions will be considered in line with the Academy behaviour procedures. Permanent exclusion may be an appropriate sanction.
10. Incidents will be reported to the Academy Council through the Behaviour on a page report

Parent reporting procedure:

1. If parents suspect their child is being bullied they should contact the Academy. The Inclusion Manager can be contacted on 01142012300 and the Safeguarding Manager can be contacted on 07554458798 or tracy.beevor@oasisfirvale.org.
2. The Designated Safeguarding Lead will investigate with the Inclusion Manager and feedback to parents as soon as possible
3. We ask that parents do not get involved in the investigation as it could make things worse
4. If parents are not happy with the actions taken by Academy staff they should follow the procedure set out in the complaints policy

Child reporting procedure (from consultation with the Anti Bullying Ambassadors and School Parliament):

1. Tell someone – a friend, a member of staff or your parent/guardian.
2. Don't keep it to yourself if you are being bullied because it won't get resolved
3. Once you have reported the bullying school will then investigate the person(s) doing the bullying and also support the person(s) being bullied.

Anti-bullying school systems (from consultation with the Anti Bullying Ambassadors and School Parliament):

1. Celebration of different cultures and diversity.
2. Learning in class about different topics such as online safety awareness and Cyber Bullying.
3. Promotion of good behaviour and habits will reduce bullying (rewards).
4. Sanctions and consequence systems for perpetrators.
5. Pastoral support – restorative justice, follow up conversations and interventions.

Support for children who have been bullied:

- Support from a member of staff of their choice
- Reassurance and support from the Pastoral Team

- Activities that build self esteem and confidence (Pastoral Team)
- Referral to other appropriate services with parental consent
- Support and advice for the parents/carers (Pastoral Team)
- Information about the outcome of the reported or witnessed bullying concern
- Partnership working with other relevant agencies

Behaviour and attitude change support for children who have bullied:

- Discussion about what happened using the restorative chat
- Continued contact with parents/carers
- Attempting to discover why the child became involved
- Pastoral intervention based on identified needs eg, Thrive
- Involving other agencies as appropriate including the Police, Social Care to support a change in behaviour
- Referral with parent/carer consent if appropriate to the Youth Team
- Restorative approach mediation

A Charter For All:

1. Treat others as you wish to be treated: fairly, with dignity and without discrimination
2. Report bullying, of yourself, or others, to someone you feel comfortable with.
3. Use social networks appropriately and to spread positive messages.
4. Use appropriate language at all times, and especially when referring to someone's race/gender/religion/sexuality/belief/ability.
5. Channel your efforts into something worthwhile and positive.