



## **Anti-bullying Procedure**

The NSPCC define bullying as:

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere – at school, at home or online. It is usually repeated over a long period of time and can hurt a child both physically and emotionally.

Cyberbullying is bullying that takes place online. Unlike bullying in the real world, online bullying can follow the child wherever they go, via social networks, gaming, and mobile phone.

We expect everyone within our Academy to promote a culture of anti-bullying and harassment. We do this through promoting the Oasis 9 habits, our Academy rights, integration of Safeguarding and British values in Academy life, 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.

### **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. Always use appropriate language and especially when referring to someone's race/gender/religion/sexuality/belief/ability.
5. Channel your efforts into something worthwhile and positive.

**Anti-bullying Academy lead:** Tracy Beevor, Safeguarding Manager

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.

### **How to report bullying:**

1. All incidents that relate to bullying should be reported as soon as possible. This includes incidents that have happened 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 Safeguarding 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 does not happen again?

Reconciliation – How we put things right between those involved?

4. The Safeguarding 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 e.g., Police.
8. The Safeguarding 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 Regional Director through Challenge and Review meetings

**Parent reporting procedure:**

1. If parents suspect their child is being bullied, they should contact the Academy. The Safeguarding Manager can be contacted on 01142012300 or 07554458798 or [tracy.beevor@oasisfirvale.org](mailto:tracy.beevor@oasisfirvale.org).
2. The Designated Safeguarding Lead will investigate 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 School Parliament):**

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

**Anti-bullying school systems (from consultation with the 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 approach, follow up conversations and interventions.

## **Pastoral Team**

The Pastoral Team provide support for children who have been bullied and behaviour reflection work with children who have been involved in bullying.

We provide 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
- Support and advice for parents/carers
- Information about the outcome of the reported or witnessed bullying concern.
- Partnership working with other agencies.
- Referrals to other appropriate services with parental consent

We carry out behaviour and attitude change support for children who have bullied:

- Use of the behaviour reflection resources to establish what happened and why children became involved.
- Restorative approach mediation
- Support and advice for parents/carers
- Pastoral intervention based on identified needs.
- Partnership working with other agencies.
- Referrals to other appropriate services with parental consent including the Community Youth Team

## **Anti-Bullying Ambassador school**

Oasis Academy Fir Vale is an Anti-Bullying Ambassador school. Thirty students in the academy 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 anti-bullying activities for their class using resources from the 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 on page one, which outlines the five key areas they expect every child in the academy to abide by in relation to anti-bullying.