



ANTI-BULLYING POLICY

November 2019

INTRODUCTION

At Oldfields Hall Middle School we:

- respect others
- enrich lives
- make a difference

In order to enable teaching and learning to take place, desired behaviour in all aspects of school life is necessary. We believe we should provide a safe environment, free from disruption, violence, bullying and any form of harassment. We promote early intervention when issues arise.

Bullying is unacceptable behaviour. It follows that all members of the school community should not be bullied by anyone. All interactions should be characterised by mutual respect. This applies equally to interactions between pupils and other pupils and interactions between adults (including staff and visitors) and pupils, or between pupils and adults.

POLICY ARRANGEMENTS

The Deputy Headteacher has lead responsibility in the school for the Anti-Bullying Policy. The policy will be reviewed annually; the Deputy Headteacher is responsible for leading the review and consulting representatives from the school community.

The policy directly links with the following school policies:

- Safeguarding
- Behaviour
- Equality

WHAT IS BULLYING?

Bullying is: where harm is intended; there is an imbalance of power; sustained over a period of time; often organised and systematic, or it is a random but serial activity carried out by someone who is feared for this behaviour.

Bullying is not: playful teasing; a one-off fight; rough and tumble play fighting with no intention of causing harm or damage.

If a person feels they are being bullied then this has to be taken into account by the school even if the actions causing the upset were not intended to be hurtful.

Bullying can be:

- Physical – pushing and shoving, tripping up, kicking, spitting.
- Emotional – humiliating someone, name-calling, using insulting names or comments.
- Driven by a prejudice – this might be homophobia; racism; victimising those who have special needs or disabilities, who practise a particular religion, or because of their gender; picking on someone because of their home circumstances e.g. looked after children, young carers or those



with financial difficulties.

- Indirect – spreading rumours whether true or not
- Cyberbullying – any form of bullying using an electronic device e.g. mobile phones, tablets, computers, games consoles. It may take place via texting, the internet, chat rooms, social networking sites, instant messaging or emails.

It may also be bullying when:

- The same person or group always leaves someone out or shuns them.
- Someone makes threats of violence against someone else.
- Someone damages someone else's kit, clothing or equipment deliberately.
- Someone takes someone else's belongings deliberately.
- Someone tries to force someone else to do something they do not want to do.
- Someone tries to force another to do something sexual they do not want to do.

Although all of these actions are serious and adults should always intervene, they may not always be bullying incidents unless they are part of an ongoing pattern of behaviour against the victim.

STEPS TAKEN TO PREVENT BULLYING

- Adults will model respectful behaviour.
- Every child will have their rights respected.
- We will work to reduce discrimination of all kinds including discrimination on the grounds of race, gender, disability, sexual orientation, home circumstance and religious beliefs.
- We will use curriculum approaches through PSHE and Citizenship, tutorial period and through other curriculum areas as the opportunity arises.
- We will make appropriate use of whole school and year group assemblies to support the message that bullying is unacceptable.
- We will support Anti-Bullying Week each year.
- We will teach pupils appropriate social and emotional skills.
- We will set up easy and safe ways for pupils to report bullying.
- We will train selected Year 8s as Peer Counsellors.

WHAT WILL HAPPEN IF A CHILD REPORTS BULLYING

- We will listen respectfully to the child and take a statement if appropriate.
- We will take steps to stop the bullying with the child's permission.
- We will support children who have been bullied to help them build confidence.
- We will act to keep any child who has been bullied safe over the long term.
- We will work with anyone who bullies to help them change their behaviour.
- We will discuss and negotiate solutions with the victim(s) and the bully(ies);
- We will follow up the incident, possibly in a group, to check that any planned resolution has lasted;
- If the problem still persists, we may invite the parents or carers of the victim of bullying to speak with staff with the pupil present;
- The member of staff dealing with the incident should inform other staff at a staff briefing so that they can be alert to problems in and out of lessons;
- We will use the school behaviour procedures, outlined in the Behaviour Policy, where sanctions are needed.



- All incidents will be recorded on the school’s behaviour system (SIMS) so that any patterns of behaviour can be tracked and appropriate action taken. This may, for example, include work with a particular group of pupils or year group or modifications to curriculum content.

Staff involved in dealing with those involved will be Progress Managers initially, and Leadership Team should be kept informed. Confidentiality to be adhered to where appropriate.

All incidents of racism reported to any member of the school staff will be taken seriously. A senior member of staff must be informed, and each incident and its outcome must be recorded by the Deputy Head and reported to the Headteacher. The Headteacher has a duty to report the incidence of racist incidents to the school governors annually.

WHAT STAFF NEED TO KNOW

Please see our Bullying or Discriminatory Incidents flowchart. There are copies of this in the school office and staff have been issued with their own copies.

WHAT PUPILS NEED TO KNOW:

- It is important to know that it is not only all right to tell, but also important to tell.
- The unwritten rule of the code of silence for many pupils is “Don’t tell adults about things that are occurring in your group.” “Don’t rat on your mates.” The best weapon bullying pupils have is their misuse and abuse of this code of silence. No one should be protected by their peers when they physically or psychologically abuse others.
- Bullying gets worse if it is not stopped.
- You may speak to a teacher you trust, or any another adult at school, a peer counsellor, a friend who will inform a teacher, a parent.
- All incidents of bullying brought to the school’s attention will be taken seriously and will be treated confidentially.
- A strong anti-bullying stance by pupils contributes strongly to making the school a safe place.

WHAT PARENTS AND THE WIDER COMMUNITY NEED TO KNOW:

- If you know or suspect that a child is being bullied, contact the school immediately.
- All incidents will be taken seriously.
- All incidents will be thoroughly followed up and appropriate action taken.
- We also assure confidentiality in our contact with you.
- When the school knows or suspects that a child is being bullied we will contact parents, seek their advice, and support and keep you informed of the progress with the incident.

This policy was written by: V Marsh Deputy Headteacher

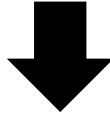
Policy reviewed	November 2019
Adopted by the OHMS Governing Body	November 2019
Date of next review	November 2020
Chair of Governors	Mr S Clarke



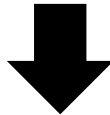
Bullying or Discriminatory Incidents Flowchart

If a child reports or alleges an incident of bullying or discrimination including cyberbullying, please:

Listen to the child.
If required, make notes or ask them to write a statement.



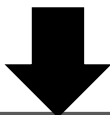
Investigate as you would any other incident.
Make additional notes if required or get other statements.



Report the allegation to the Progress Manager or a member of the SLT.
Apply sanctions if needed.



Either yourself, the Progress Manger or SLT will fill in the behaviour
incident on SIMs and allocate the correct category.



A member of the SLT will track the incidents and share with Governors.