

# OUSEDALE SCHOOL

## ANTI-BULLYING POLICY

### 1.0 INTRODUCTION

1.1 The school strives to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the school, including governors, teaching and associate staff should have an understanding of what bullying is and be familiar with the school policy on bullying: therefore the aim of the policy is to help all members of the school to deal with bullying when it occurs and, even more importantly, to prevent it. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone has a responsibility to report any incident of bullying that comes to their attention.

1.2 Ousedale accepts the following definition of bullying:

**Bullying is the intentional hurting of one person by another, where the relationship involves an imbalance of power. It refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.**

**Some bullying is physical:**

- kicking, hitting, pushing
- taking and damaging belongings.

**Some bullying is verbal:**

- name-calling
- taunting, mocking
- making offensive comments
- making threats.

**Some bullying is relational:**

- excluding people from groups, deliberately ignoring
- gossiping, spreading rumours.

Some bullying is not direct participation:

Manipulating a third party to tease or torment someone which may be overt and intimidatory but is often hidden and subtle.

**Some bullying uses modern technology such as mobile phones, or the internet. This 'cyber bullying' includes:**

- text-message bullying
- phone-call bullying
- picture/video-clip bullying (via mobile phone cameras)
- email bullying
- sexting bullying
- bullying via social media.

**Bullying may involve a person's:**

- culture
- ethnicity
- appearance/personality/character
- nationality

**or be in relation to a 'Protected Characteristic' as per the Equality Act 2010, namely a person's:**

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

- 1.3 The potential harm inflicted on any person subjected to bullying will not be underestimated.
- 1.4 In recognition of the seriousness of bullying all cases of bullying will be treated seriously and as a matter of urgency.
- 1.5 The school acknowledges its responsibility to encourage the reporting of bullying and to work with both victims and the bullies themselves. It is acknowledged that bullies may have complex reasons for their behaviour and may well need help

## **2.0 STAFF**

- 2.1 Staff will endeavour to form open and friendly relationships with the students whom they teach.
- 2.2 With some regularity, whether in lessons, tutorials or assemblies staff will explain and expand upon the reasons for the school's **Code of Conduct** and be explicit in their statements that Ousedale wishes to be a happy, non-bullying community.
- 2.3 Funds will be made available for appropriate in-service education and training.
- 2.4 Teachers of PSHE, English, Drama, R.E. and History, in particular, will be able to use curriculum material and texts as a powerful preventative measure against bullying.
- 2.5 In our actions against bullying, teachers will
- encourage our students to let us know immediately if the actions or words of others are causing them to be anxious
- be aware that students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or truanting school
- ensure that all complaints are taken seriously and followed up at the earliest opportunity
  - talk to the alleged bully - in most instances the problem will stop here

- report back privately to the complainant and keep parents fully informed
- be especially vigilant in our lessons. We will not allow unkind comments to go unchallenged and be especially careful over the 'borrowing' of equipment. We will avoid leaving the class unattended.
- when on duty and moving around the school, be alert to potential danger spots, queues, toilets
- in cases of serious bullying, enlist the support of a Pastoral and Academic Leader (PAL), learning mentor or a member of the SLT as appropriate
- if we feel that the victim needs additional help which we do not feel qualified to give, see the PAL, SEND or Deputy/Assistant Head (appropriate to Key Stage).
- a school of this size will have a few persistent bullies who will have difficulty responding to and acting upon the firm advice given by teachers. In such instances the PAL will request to see the parents to enlist their support. Recidivist bullies and their parents should know that permanent exclusion from school will be the eventual outcome.
- where bullying is recorded on students' files (we will inform them of this) and record too the action taken.
- in very serious cases, especially those involving assault and actual bodily harm, whether inside or outside school, encourage the parents of the victim to report the matter to the police. Within school the matter should be reported to the Deputy Head whether or not the teacher will continue to deal with it. Parents of those involved will be contacted by the PAL or Deputy/Assistant Head.
- recognise that their style of teaching/techniques of class management will convey important messages about relationships to students.

### 3.0 STUDENTS

- 3.1 Prior to entry all students will be required formally to accept the school's agreed **CODE OF CONDUCT**.

As proud members of the Ousedale School community, we will respect ourselves and each other by being:

- **Co-operative**
- **Polite**
- **Honest**
- **Considerate**
- **Helpful**

We will maintain a pleasant working environment of which we can be proud by:

- **Considering the health and safety of ourselves and others**
- **Treating our facilities with care**
- **Disposing of waste responsibly**

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- 3.2 Students will be told that the school will not tolerate bullying and advised that they have a responsibility to report bullying (either of themselves or others) to an appropriate person.
  - 3.3 Key anti-bullying messages will be communicated to students on a regular basis, in a variety of media, with input from the School Councils.
  - 3.4 Persistent bullies and their parents will be informed that failure to respond to, and act upon, the firm advice given by staff, may result in formal exclusion from school
  - 3.5 Restorative justice may be used by the school's behaviour coach to help offenders understand the effect they have had on the victims.

#### **4.0 PARENTS**

- 4.1 It is acknowledged that parents will want their sons and daughters to come to school happily and free from the fear of bullying.
- 4.2 Through school publications, and information on the school website parents will be informed about how the school acts to prevent bullying and how bullying incidents are dealt with. This will be verbally reinforced at appropriate parents' meetings.
- 4.3 Parents will be encouraged to contact the school should they be concerned in any way about their son's or daughter's happiness at school, on the way to or from school, or on a school bus.
- 4.4 Parents will be informed of actions/outcomes of reported bullying incidents.
- 4.5 The school will not support retaliation against alleged bullies by third parties.

#### **5.0 GOVERNORS**

- 5.1 The Governing Body endorses Ousedale's anti-bullying policy and supports the school in its preventative work and in its action against bullying incidents which occur.
- 5.2 Governors wish to ensure for students attending Ousedale an entitlement to
  - lessons without disruption
  - freedom from verbal abuse, physical abuse, unwelcome teasing and the abuse of personal property.
- 5.3 On behalf of the Governing Body its Personnel Committee will receive a yearly report from the school related to this policy and will undertake a triennial review of the policy.

Reviewed and approved by the Personnel Committee – April 2016  
To Full Governing Body – July 2016  
Date of next review – May 2019