

OUSEDALE SCHOOL

ANTI-BULLYING POLICY

1.0 INTRODUCTION

1.1 The Equality Act 2010 applies to all schools as providers of education to the pupils in their care, as providers of a service or public function and (where applicable) in their role as employers. The board is responsible for compliance with the Public Sector Equality Duty (PSED) and the specific education sections for school students. The duty means that schools must:

- have due regard to the need to eliminate discrimination;
- advance equality of opportunity and foster good relations between people of all characteristics (those who share a protected characteristic, and those who do not); and
- publish equality objectives and information demonstrating how they are doing this.

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.

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.
- Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between pupils, or perceived differences.
- Stopping violence and ensuring immediate physical safety is obviously the school's first priority but emotional bullying can be more damaging than physical; the school will make its own judgements about each specific case.
- In particular, it is noted that peer-on peer abuse can be a form of bullying and, in line with the school's Safeguarding Policy; any peer-on-peer abuse will be treated as a safeguarding matter and passed to the Designated Safeguarding Lead.
- Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having

access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

- Bullying can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation. However, it is also considered to be bullying when careless or reckless behaviour unintentionally causes the same effects as intentional actions.
- Bullying is often hidden and subtle. It can also be overt and intimidatory. It can happen anywhere and at any time and can involve everyone.
- All students have the right to enjoy their lives free of bullying and harassment. Anyone who feels bullied or intimidated has the right to expect the School to listen and to act promptly and sensitively to deal with the problem.

1.2 Ousedale School accepts the following as examples of bullying:

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' is a different form of bullying, can happen at all times of the day, and 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 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 would 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.
- An electronic device, such as a mobile phone, can be confiscated by a member of staff due to a suspected act of bullying or a student has committed a suspected offence:
- A member of staff who has been formally authorised by the Headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. There is no need to have parental consent to search through a student's mobile phone;
- If a member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, the device will be passed on to the police as soon as it is reasonably practicable.

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**

- 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 for example form tutor, learning mentor, PAL.
- 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 pastoral team 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 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 Board 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 all forms of bullying.

Reviewed and approved by the Personnel Committee – July 2019
To Full Governing Board – July 2019
Date of next review – June 2022