

Ocker Hill Academy



Aim High ● Aim Higher

Ocker Hill Academy

Anti-Bullying Policy

To be reviewed in line with Ocker Hill Academy Policy Guidelines

Definition

Bullying takes many forms. Bullying can be short-term or can continue over many years. Bullying can be physical, verbal or virtual (conducted via communication technology).

Bullying is the willful, conscious desire to hurt or threaten or frighten someone else.

Any behaviour which is the illegitimate use of power in order to hurt others is bullying.

Types of Bullying

The Academy considers the following actions to be bullying:

- Verbal abuse
- Physical abuse (actual and/or threatened)
- Racial abuse
- Bullying of a Homophobic/trans-gender nature
- Bullying of a sexual nature
- Repeated theft
- Cyber bullying

It is important to note that the Academy considers all of the above bullying whether the actions have taken place on the school grounds, off the school grounds, in person or via another medium (text message, e-mail or any form of social media).

Academy strategies to prevent bullying

Academy staff adopt the approach that 'it could happen here' and so are vigilant to changes in the behaviours of pupils and are open and proactive to have one to one conversations with pupils.

The Academy undertakes a range of activities, which are central to its ethos, to promote the prevention of bullying. These are as follows:

- A curriculum that challenges stereotypes and promotes inclusion and equality that develops a skill set within each individual to identify when they are experiencing bullying behaviours and how to seek appropriate support immediately.
- E-Safety sessions for all children via computing and PHSRE lessons delivered by a member of the local constabulary.
- Assemblies with anti-bullying themes.
- Taking part in anti-bullying week activities.
- Running a 'Faith Week' every academic year with visits to, and from, members of a range of communities.
- Daily recognition of positive behaviour choices recognized on each class' behaviour boards.
- Regular safeguarding training for all staff.

- Parental and e-safety sessions and 'How to' information sheets are sent to the parent community.
- Visits from Inclusion Support Staff to promote positive behavior and to support victims and perpetrators of bullying.
- Learning mentor counselling sessions to promote positive behavior and to support victims and perpetrators of bullying.
- Liaising with parents as soon as a concern is raised in order to eradicate the bullying.

Actions taken by the Academy in the event of bullying

When bullying occurs, it is crucial that support is given for both the victim and perpetrator.

Supporting victims of bullying

We support the **victims** in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose;
- Informing the victims' parents/guardians;
- By offering continuing support when they feel they need it; (e.g. Learning Mentor)
- Arrange for them to be escorted to and from the Academy premises; (if necessary)
- By supporting/sanctioning the perpetrator effectively to ensure that the bullying does not continue
- To support with mental health counselling

Supporting perpetrators of bullying

We support the **perpetrators** in the following ways:

- By immediately discussing their behavior with the Learning Mentor with an emphasis on the consequences of their actions.
- Informing the perpetrators' parents/guardians;
- By offering ongoing mentoring sessions to address negative behaviours
- Consider whether gaining support from Inclusion Support Behaviour Support Team is appropriate
- To support with mental health counselling

Sanctions for perpetrators of bullying

Naturally, if bullying occurs, the perpetrator will be disciplined. Each case of bullying is unique and senior staff will consult with the Governing Body on appropriate sanctions for the perpetrator. The sanctions must be proportionate and designed to not only eradicate the bullying but to achieve the best possible outcome for both the victim and perpetrator. These sanctions may be as follows:

- Internal exclusion
- Being removed from a situation where they come into contact with the victim, e.g. a change of class and/or being asked to not come into contact with the victim in the playground
- Fixed-term exclusion
- Permanent exclusion
- Involvement of the police

All decisions made, on behalf of the governing body, will be discussed with all relevant parties as soon as is reasonably possible.