

# Anti-Bullying Policy



## Oastlers Policy

<b>Approved by Governing Body On</b>	<b>September 2013</b>
<b>To be Reviewed On</b>	<b>September 2016</b>
<b>Signed on Behalf of the Governing Body</b>	<b>Mike Vigurs</b>



## **ANTI-BULLYING POLICY OVERVIEW**

In this school bullying and any other forms of intimidation will not be tolerated.

Bullying is usually repetitive but can be an isolated incident, intentional hurting of one person by another or a group, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally and/or emotionally. It can take the form of racial or sexual/homophobic comments, or can occur through cyberspace, in the form of e-mail or text messages.

Bullying is never done in fun or as part of a game. Staff and learners will treat others with kindness and respect and will care well for each other. Everyone will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying.

### **OBJECTIVES**

1. To ensure that all feel safe and free from bullying and intimidation.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other and Good Will Ambassadors are recognised weekly.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make this a happy school that is free from bullying.

### **STRATEGIES**

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
4. Every allegation of bullying will be investigated and followed up by Senior Leadership Team and Behaviour Manager.
5. Any victim of bullying will be well-protected immediately and in the future.
6. PSHE assemblies and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
7. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
8. Use of anti-bullying posters
9. Learners and their parents will be made aware of this policy via School Website and Parent Forum.
10. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

### **OUTCOMES**

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.