



Cabot
Learning
Federation

Anti-Bullying Policy: King's Oak Academy

Academy Name: King's Oak Academy

Implementation Date: 01/10/2018

Version: 1

Policy title: KOA Anti-Bullying Policy

All-through

Date adopted: 13 November 2017

Version	Date	Page	Change	Origin of Change <i>E.g. change in legislation</i>
V 1.0	19 September 2016			
	November 2017		No Change	
	October 2018		No Change	
V1.1	September 2019	4	Prevention Removal of Vertical Tutoring	Academy change to horizontal tutoring.
		5	Monitoring Change to point 1 – SIMS to CPOMS	All bullying incidents and their related actions are now recorded in CPOMS.

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. Bullying can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood. At King's Oak Academy we are committed to creating a safe, purposeful, calm and reflective learning environment in which all students flourish and reach their full potential equipped with skills for life, and so, bullying of any kind is unacceptable.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our academy and will not be tolerated. All pupils should feel able to tell and know that when bullying behaviour is brought to our attention, prompt and effective action will be taken. Anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What Is Bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying may be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted, fostered or has caring responsibilities. It may be motivated by actual differences between children or perceived differences.

Bullying generally takes one of four forms:

- Indirect - being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical - pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal - name-calling, teasing, threats, sarcasm
- Cyber - Mobile threats by text messaging & calls and all areas of internet misuse such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging

Procedures

- Any incident of bullying should be reported to a member of staff. This member of staff will then inform the relevant Head of House who will investigate.
- Depending on the extent of the bullying, there are a number of outcomes:
- If appropriate, there will be a restorative meeting between the bully(s) and victim(s).
- Parents/carers may be informed and asked to come to discuss the issue.
- The bully will be asked to reflect on their behaviour and its impact – often in reflection time.
- Depending on the severity of the bullying, additional sanctions may be applied (in line with the academy behaviour policy).
- After the incident has been investigated and dealt with, each case will be monitored by the Head of House to ensure repeated bullying does not take place.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the incident should be referred to the Senior Designated Person for Child Protection.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassment, threatening behaviour or some communications could be a criminal offence. If it is felt that an offence may have been committed, the incident must be referred to SLT who will seek assistance from the police.

Prevention

We have put in place a number of practices and systems to help to minimise incidences of bullying. These include:

- Non-teaching Heads of House who are able to respond in a timely way to any bullying incidents
- Restorative approaches to conflict.
- PSHE lessons addressing aspects of bullying in Years Reception to 11
- Positive reinforcement of appropriate behaviours through a Rights and Responsibilities approach
- Drawing pictures or writing poems or stories about bullying and friendship
- Assemblies with stories about bullying and friendships
- Making up role-plays [or using KIDSCAPE role-plays]

Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- uses excuses to miss school (headache, stomach ache etc.)
- begins to suffer academically
- comes home with clothes torn or books damaged

- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises or shows signs of being in a fight
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Monitoring

- All bullying incidents and their related actions are logged on CPOMS and Heads of House monitor each case to ensure repeated bullying does not take place.
- The Heads of House also keep an overview of bullying incidents and use this to monitor the effectiveness of this policy and our anti-bullying practice.
- Regular student voice is sought on the extent to which students feel safe and as to effectiveness of our anti-bullying procedures.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) http://www.ace-ed.org.uk/advice-about-education-for-parents/Anti_Bullying 020 8407 5142

KIDSCAPE <http://www.kidscape.org.uk/Parents> Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus www.parentlineplus.org.uk 0808 800 2222

Bullying Online www.bullying.co.uk 0808 800 2222

Childline www.childline.org.uk 0800 1111