

MY OASIS

Therapeutic Alternative Provision

Anti-Bullying Policy

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Policy Overview

Under the Equality Act 2010, at My Oasis Therapeutic Alternative Provision (TAP) we have a duty not to discriminate against people based on their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

We have carefully considered the impact of this policy on equality and the possible implications for students with protected characteristics. This is part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Our vision is to provide our students with the confidence, academic progress, and ambition to take the next steps towards a successful and productive life, as well as being able to contribute positively to their local community and the wider society.

This policy outlines the policies and processes that all members of staff and My Oasis will follow to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community, including students, parents and carers, with staff being committed to developing an anti-bullying culture.

Introduction

Bullying is defined as “behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally” (DfE “Preventing and Tackling Bullying”, July 2017).

Bullying can present in various ways and can include, but is not limited to, name-calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed online via digital devices (cyberbullying), such as the sending of inappropriate messages by phone, text, social media platforms, through websites and other apps, as well as sending offensive or degrading images through these channels.

Aims and Objectives

We aim to create an environment where students feel safe, cared for and kept in mind by all Staff at My Oasis, existing in line with the wider values adhered to within the school.

We recognise that bullying has a detrimental impact on the victim and their wider family. We therefore do all we can to prevent it from occurring by developing an ethos in which bullying is regarded as unacceptable, with support being provided on the rare occasions when bullying does occur.

We aim to produce a safe and secure environment where all students can learn without anxiety or fear of being bullied. Subsequently, this policy aims to produce a consistent response from My Oasis staff should any incidents of bullying occur.

We aim to make all those connected with My Oasis aware of our opposition to bullying, making clear each person's responsibilities with regard to the eradication of bullying of any sort.

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying, including but not limited to the following:

- **Race, religion, or cultural bullying** – Targeting someone based on their ethnic background, faith, or cultural practices.
- **Special Educational Needs or Disability (SEND) bullying** – Bullying aimed at students with physical, learning, or developmental disabilities.
- **Appearance or health-related bullying** – Bullying based on physical appearance, body shape, or physical/mental health conditions.
- **Sexual orientation bullying (homophobic bullying)** – Targeting someone because of their actual or perceived sexual orientation.

- **Gender identity bullying (transphobic bullying)** – Targeting someone because of their gender identity or expression.
- **Sexist or sexual bullying** – Bullying based on gender, including inappropriate sexual comments, harassment, or behaviour.
- **Cyberbullying** – Bullying using digital technology, such as social media, messaging apps, or online platforms.
- **Bullying of vulnerable groups** – Including young carers, young people in care, or students in other vulnerable circumstances.
- **Socioeconomic or family circumstances bullying** – Targeting students based on family income, lifestyle, or home situation.
- **Relational or social bullying** – Bullying that involves exclusion, spreading rumours, or damaging friendships and social relationships.

Bullying as a Group Process

Bullying does not always occur between one child and another; it frequently takes place within a **group context**. This policy covers situations where bullying involves multiple children or young people who may take on different roles within the incident.

During a bullying situation, individuals may:

- **Ringleader** - Initiating and leading the bullying, but not always the person 'doing' the bullying.
- **Target** - The person at whom the bullying is aimed.
- **Assistant** - Actively involved in 'doing' the bullying but not leading it
- **Reinforcer** - Supports the bullying, might laugh or encourage other people to 'collude'
- **Defender** - Stands up for someone being bullied. Knows that bullying is wrong and feels confident enough to do something about it. This might involve talking to an adult.
- **Outsider/Bystander** - Ignores any bullying and doesn't want to get involved.

These roles are fluid and may change over time. All roles (except those actively seeking to help) may contribute to the harm experienced by the target.

Recognising bullying as a group process enables the school to:

- Identify all individuals involved and understand their roles,

- Apply proportionate and appropriate responses,
- Provide tailored support for the child/children targeted,
- Support or challenge peers depending on their involvement,
- Promote and reinforce positive bystander intervention.

This policy applies to **all forms of bullying**, whether carried out by an individual or a group, and in any setting associated with the school (including online environments).

The Role of Governors

The Governing Body supports the Headteacher and DSL in all attempts to eliminate bullying from My Oasis. This policy statement makes it very clear that the governing body, as well as all staff at My Oasis, takes any form of bullying very seriously, with any incidents of bullying which do occur are acted upon immediately.

The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school's policies and procedures. Governors require the Headteacher to keep accurate records of any incidents of bullying on CPOMS, as well as report these incidents to the governors on request. This will allow the governors to consider the effectiveness of the provision's anti-bullying strategies.

It is the governors' responsibility to review the effectiveness of the provision's Anti-bullying policy. They do this by getting feedback through discussion with the Headteacher, DSL, students, parents/carers, as well as My Oasis staff. Governors additionally review data on gender, age, and ethnic background for all students involved in bullying incidents to identify trends.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the My Oasis anti-bullying strategy, ensure that all staff are aware of the policy and know how to deal with and record any incidents of bullying. The Headteacher of My Oasis ensures all staff receive sufficient training,

upon induction and throughout their role, to be equipped to deal with any incidents of bullying that occur.

The Headteacher and staff at My Oasis ensure that all students know that bullying is wrong, that it is unacceptable behaviour in this provision and is never tolerated. My Oasis staff will draw the attention of students to this fact at suitable moments where necessary.

My Oasis Staff set a culture of mutual support and praise for success, always ensuring that all staff “live” by the school’s values. When students and their families feel they are important across the provision and belong to a friendly, caring and welcoming provision, bullying is less likely to occur. On the rare occasion that it may occur, it can then be dealt with immediately and effectively.

The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Role of My Oasis Staff

Staff at My Oasis take all forms of unacceptable behaviour seriously and will intervene to prevent incidents from taking place. All incidents of inappropriate behaviour will be recorded when such behaviours become acts of bullying, an incident report form will be completed, uploaded to CPOMS and immediate and appropriate actions will be taken. A student’s parents/carers will also be informed alongside the student’s mainstream school.

If staff witness bullying, they will do all they can to support the student who is being bullied. In line with the My Oasis ethos, a collaborative and systemic approach will be taken to effectively resolve any issues.

My Oasis staff actively supports anti-bullying strategies by teaching students directly about bullying, for example through PHSE sessions on safeguarding issues and cyber-bullying, as well as skills-based groups focused on developing social skills and healthy relationships.

All bullying incidents are documented using CPOMS. For adults and students who do not have access to CPOMS, Incident Reporting Forms are available to record any events that occur (please see Appendix A); these are subsequently uploaded to CPOMS for pattern identification and securely stored at My Oasis. When an adult observes a bullying incident, they are to document it immediately.

If My Oasis staff become aware of any bullying taking place between students, they deal with the issue immediately and effectively. This will involve providing support for the victim of the bullying, as well as appropriate consequences being applied to the student(s) who have carried out the bullying.

Wherever possible, bullying is dealt with in a systemic way by involving all key parties where necessary. In addition to supporting the victim, time will be spent providing reflective and restorative work with the student who has bullied.

During the reflection process, staff will always explain why the action of the student was wrong and will endeavour to help the student change their behaviour in future. The pastoral team, therapists, counsellors and student mentors at My Oasis will always be available to help facilitate any restorative work and to help prevent any future incidents from occurring. If required, the wider system will be involved, for example, Children's Social Care (CSC), CAMHS, a student's mainstream school, etc.

My Oasis staff members routinely attend training and are provided with resources, which enables them to become equipped to deal with any incidents of bullying, as well as support staff in learning how to manage any challenging behaviour students might present with.

Staff members support all students to establish a culture of trust and respect for all. By praising, rewarding, and celebrating the success of our students, we aim to prevent any incidents of bullying from occurring and aim for all students to act respectfully towards each other, staff and the wider community.

Involvement of Students

At My Oasis, we will:

- Ensure that all students know how to express any worries or anxieties they have about bullying.
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in any anti-bullying campaigns carried out at My Oasis, with an anti-bullying message being embedded throughout the wider curriculum.
- Publicise the details of any helplines and websites to support young people who may be affected by bullying.
- Offer therapeutic support to any students who have been bullied, as well as those students who are bullying to address any problems they may have.

The Role of Parents / Carers

At My Oasis, parents and carers are at the heart of all we do. They are often able to provide insight into a situation that we might not be aware of, especially when this has occurred outside of school hours. Through the development of a trusting partnership, My Oasis staff can work collaboratively with students and their families to:

- Further understand the young person and their needs that they present with.
- Be better placed to use the family communication and support systems to prevent bullying or at the very least “Identify and deal with it early”.

Any family member who is concerned that their child might be being bullied, or who suspects that their child may be the perpetrator of bullying, should discuss this with a My Oasis staff member as soon as possible. If it is not possible in person, then parents and carers could use the contact form available on the school’s website.

Parents and carers have a responsibility to support My Oasis’ Anti-Bullying Policy, actively encouraging their child to be a positive member of the school community.

Bullying Incident Response Process

Incident Occurs / Concern is Raised

Report is Made

Student, staff member or parent/carer reports the incident or concern to a My Oasis staff member or the Designated Safeguarding Lead (DSL).

Initial Response

- Listen and record details.
- Ensure immediate safety of student(s) involved.

Investigation

- Gather statements (victim, alleged bully, witnesses).
- Review evidence (messages, social media, CCTV, etc, if relevant).

Decision & Action

- Confirm if bullying has taken place.
- Apply appropriate consequences and support personalised to what the student and family require (restorative work, sanctions, parental, mainstream school and external organisation involvement if necessary, such as the police where there are threats of violence).

Support for Victim & Perpetrator

Victim: Emotional support, safe space, monitoring.

Perpetrator: Behaviour intervention, education, support where needed.

Record & Monitor

- Log incident and actions taken.
- Monitor both students over time.

Review & Follow-up

- Check in with the victim and parents.

- Review the effectiveness of actions taken.
- Adjust support if needed.

Monitoring and Review

This policy is an “active and living policy”, which means it is acted upon on a day-to-day basis by all staff. Recorded incidents of bullying are reported back to the governing body and this policy is reviewed on an annual basis.

Links with Other My Oasis Policies and Practices

This policy links with several other My Oasis policies, practices and action plans, including the following:

- E-safety Policy
- Behaviour Policy.
- Complaints and Compliments Policy.
- Safeguarding and Child Protection Policy
- Child on Child Abuse Policy
- SEND Policy

Links to Legislation

There are a number of key pieces of legislation which set out measures and actions for schools and alternative provisions in response to bullying, as well as outline the criminal law around bullying.

This includes:

- The Equality Act 2010.
- The Children Act 1989.
- Keeping Students Safe in Education.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting student and young people who are bullied: advice for schools”, July 2017
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- NSPCC: www.nspcc.org.uk

Cyberbullying

- Childnet International: www.childnet.com
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

SEND

- DfE: *SEND code of practice January 2015*: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Appendices

Appendix A – My Oasis Reporting Form

Accident/Incident/Concern Reporting Form

Category:	
Date and Time of Accident/Incident: <i>(If applicable)</i>	
Name of Individual Completing the Form:	
Relation to My Oasis:	
Contact Details: <i>(If applicable)</i>	
Report or Statement: <i>(Please provide the location, details of any involved parties or witnesses, and outline any actions that have been taken)</i>	
Authorised My Oasis Staff Acknowledgement	
Signature:	
Staff Member Name and Role:	
Date and Time of Acknowledgement:	

A copy of this form is available at reception, by contacting us, or on our school website.