

Anti Bullying Policy 2024/2025

Date of Last review: June 2024

Date of Next review: June 2025





<u>www.charlottelowepsychologicalservices.co.uk</u> <u>www.my-oasis.uk</u>

Policy Overview

Under the Equality Act 2010 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, as 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 My Oasis follow to prevent and tackle bullying. The policy has been drawn up through the involvement of the community, 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 include 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 via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, WhatsApp, Snapchat, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Aims and Objectives

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 provision.

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.

We aim to produce a safe and secure environment where all students can learn without anxiety or fear of being bullied.

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:

- Bullying related to race, religion, or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to someone's appearance and/or any physical or mental health conditions.
 - Bullying related to an individual sexual orientation (homophobic bullying).

- Bullying of young carers, students in care or any other vulnerable group of students.
 - Sexist, sexual, and transphobic bullying.
 - Bullying via technology "cyberbullying".

The Role of Governors

The Governing Body supports the head of the provision 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 provision's policies and procedures. Governors require the Head of My Oasis to keep accurate records of any incidents of bullying, 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 Head of Centre, as well as students and parents and guardians as well as My Oasis staff. Governors analyse information regarding gender, age and ethnic background of all students involved in any bullying incidents.

The Role of the Head of My Oasis

It is the responsibility of the head of the provision 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 head of My Oasis reports to the governing body about the effectiveness of the anti-bullying policy on request.

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.

The head of My Oasis ensures all staff receive sufficient training to be equipped to deal with any incidents of bullying that occur.

My Oasis Staff set a climate of mutual support and praise for success, always ensuring that all staff "live" by the provision'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 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 and immediate and appropriate actions taken.

A student's parents and guardians will also be informed.

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.

We keep a record of any bullying incidents on Incident Report Forms, and these are kept on file at My

Oasis. If any adult witnesses an act of bullying, they will document the event on the Incident Report Form

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/students 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 therapeutic team 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, 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 climate 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 and staff.

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 / Guardians

At My Oasis, parents and guardians 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. Through the development of a trusting partnership My Oasis staff can work effectively 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 system to prevent bullying or at the very least "Catch 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.

Parents and guardians have a responsibility to support My Oasis' Anti-Bullying Policy, actively encouraging their child to be a positive member of the provision.

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

Links to Legislation

There are a number of 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 Student Act 1989.
- Keeping Students Safe in Education.

Supporting Organisations and Guidance

- · Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
 - Student line: www.studentline.org.uk

- DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy

• NSPCC: <u>www.nspcc.org.uk</u>

• NDCS: <u>www.ndcs.org.uk</u>

Cyberbullying

- Studentnet International: <u>www.studentnet.com</u>
 - Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

SEND

DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

My Oasis Incident Form (example)



Date			
Day of Week:			
Time:			
	STUDENT	DETAILS:	
Student Name:	STODENT	DETMIES.	\neg
Year Group:			
Report / Statement:			
Location of incident:			
Witness (es) if any:			
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