



Oasis Academy Short Heath

Anti-bullying Policy

2024-25

Aim

- To make Oasis Academy Short Heath a safe and welcoming place for all stakeholders.
- To provide a clear structure for dealing with and reporting of bullying incidents.

Definition

At Oasis Academy Short Heath, bullying is defined as behaviour by an individual, peers or a group, usually repeated over time, that intentionally hurts another individual, either physically or mentally.

Who	How	Frequency	What
Individual	Face to face	Continuous	Name calling
Group	Email		Teasing
	Social Media		Threatening
	Text messages		Ostracising
	Websites		Physical assault
	Online Games		Racism
Instructing others	Text messages	Homophobic language	
			Sexual behaviour or language

At Oasis Academy Short Heath, the term bullying is rarely used to describe behaviours between pupils. The age and intent of the child are a prime consideration when making a judgement of the situation.

Identification of bullying

- The No Outsiders programme is delivered throughout the academy, and the principles are applied at all levels of the academy community.
- Pupils know that they must report incidents to a member of staff.
- Teachers need to be aware of group dynamics within their class, and plan accordingly.

- Teachers will deal with incidents which they witness, or which are reported to them.
- Some incidents of unkindness and bullying are reported to the Principal or the Deputy Principal if the severity of the incident warrants that intervention.
- Parental concerns are always treated seriously.

No Outsiders

The No Outsiders initiative is designed to promote equality and eliminate bullying. At Oasis Academy Short Heath, there is zero tolerance of bullying behaviours in relation to race, religion, gender identity, age, disabilities, sexual orientation and gender.

Preventing bullying

- Children are taught rights and responsibilities and understand the nature of bullying.
- The No Outsiders programme promotes equality, tolerance and inclusion of all.
- The teaching of the 9 Habits is an integral part of the academy philosophy.
- Regular assemblies, PSHE lessons and circle times reinforce the negative impact of bullying and positive behaviours.
- Alternative play provision is offered to pupils who may be at risk of bullying others.
- Group sessions led by Teaching Assistants strengthen group relationships in classes.
- Self esteem groups led by Teaching Assistants promote confidence.
- Adults are available at all times to listen to pupils.
- The Family Support worker helps families to combat bullying in the community.

Dealing with bullying

- Identify whether the incident is deemed to be bullying.
- Sanctions such as detention, letter of apology are given by class teacher.
- Phase leaders and class teachers meet with parents.
- The Principal will decide if an exclusion is given.
- The victim is fully supported. Throughout the process, the victim will be fully supported. Future behaviours will be monitored to prevent repeated actions.

Cyber bullying

If cyber bullying which occurs in the home affects pupils at school then parents will be contacted.

Pupils and parents are regularly informed that the legal age for communication on Facebook is 13 years of age.

Internet safety workshops with PCSO's for staff, parents and pupils

Conclusion

At Oasis Academy Short Heath all staff, parents and pupils work together to create a happy and caring learning environment. It is everyone's responsibility to endeavour to prevent bullying, or to deal with any incidents quickly and effectively. We are committed to the safeguarding and welfare of children, and expect all staff and other adults in the school environment to share this commitment.

This policy links with :

The Behaviour for learning Policy,

The Child Protection Policy,

OCL Anti-Bullying Policy