

Anti Bullying Policy

Definition of Bullying:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Definition of Relational Conflict:

A falling out, argument or general unkind behaviour towards another person which results in a relationship breakdown. Relational Conflict is another term for a disagreement/s.

Our Mission

At Oasis Academy Brightstowe we believe that every student has the right to attend school and feel confident that they are safe, respected, and able to access their education free from harm. This is underpinned by our ethos and our focus on the 4 R's:

- Relationships
- Resilience
- Responsibility
- Respect

Our Response

- ✓ We have fostered a very strong reporting culture where pupils feel confident to reach out to a trusted adult and share anything that may be upsetting them or that they need help to deal with.
- ✓ We have partnered with the Anti Bullying Alliance to train pupils and staff to recognise bullying behaviour and relational conflict and how to report these issues.
- ✓ Through our Personal Development Curriculum and Character Development Curriculum we explore the key levers of Relationships, Citizenship and Self Care and teach students to understand how their behaviours can impact on others and themselves.
- ✓ We have identified the key indicators of bullying behaviour with pupils and explored the roles of those involved in bullying behaviour so that pupils can confidently identify students that are engaged in this behaviour and report this.

Anti Bullying Policy

- ✓ If bullying behaviour is reported, we will sanction this behaviour in line with our behaviour policy to ensure that students understand that actions have consequences and that in line British Values we must all model respect and acceptance towards others.
- ✓ We take an educational approach to eliminating bullying behaviour by working with both the perpetrator/s and the victim/s after an incident. We believe that a student exhibiting bullying behaviours can be re-educated.
- ✓ We use our Commitment to Include meetings to ensure that all pupils are monitored closely by their Year teams and that the appropriate packages of support can be planned for students who need further support from outside agencies, the Safeguarding team or Inclusion team.
- ✓ We use a 'you said we did' approach to pupil voice and regularly gather data from students with regards to their emotional and mental health. We use this data to support any pupils who need intervention.
- ✓ As a staff body we model the characteristics of the 4 R's in every conversation we have with pupils and employ a zero-tolerance policy to bullying behaviour.
- ✓ As a Trust, OCL state that there is 'no such thing as a bit of banter' and as a school we have educated students on the dangers of this term.
- ✓ In line with the Equality Act 2010 we are committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, young carers, looked after children, appearance targeted, sexist and sexual bullying.
- ✓ As part of our staff duty rotas, we have a strong staff presence at the start and the end of the school day to ensure that pupils feel safe on their way to and from school. Our monitoring extends beyond the school gate, and we recognise that pupils' journeys to and from school should also be free from bullying behaviour.
- ✓ Our Personal Development Curriculum and Character Development sessions provide training for our young people on staying safe online

Anti Bullying Policy

and where to go for help if they are the victim of bullying behaviours online. We are also a phone free school (please see our behaviour policy). This helps support a healthy culture during the school day and encourages pupils to improve their face-to-face communication skills.

- ✓ Our Prefect Team are role models for pupils and model the characteristics of the 4 R's and the 9 Habits

Reporting Bullying Behaviour

If a pupil is experiencing bullying behaviour, they can report this by

- Asking any member of staff for help. Staff will listen carefully and then report this to the Safeguarding team.
- By using the online referral form on their iPad – this goes directly to the Designated Safeguarding Lead – **Mrs Stebbings**.
- By going directly to the safeguarding office and reporting in person.
- If a parent or carer wishes to report a bullying behaviour incident, then they can ring the school directly and ask to speak to their child's head of year or by emailing enquiries@brightstowe.org This email will then be passed to the relevant team.

In summary

As a school we accept that young people will make mistakes and that these mistakes can sometimes hurt other others, however we will not tolerate bullying behaviour. We also believe that culture is crafted through education, and behaviours are changed through direct and honest conversations during which students take responsibility for their actions.

“Do the best you can until you know better. Then when you know better, do better.”

Maya Angelou.

Useful Links for Parents, carers, and pupils

[Information tool for parents and carers | Anti-Bullying Alliance](#)

[Bullying and the Law \(anti-bullyingalliance.org.uk\)](http://anti-bullyingalliance.org.uk)

[Advice and support \(anti-bullyingalliance.org.uk\)](http://anti-bullyingalliance.org.uk)