

Anti-Bullying POLICY

OASIS ACADEMY PROMISES TO:

- Provide a **caring, friendly** and **safe environment** where **no type of bullying is tolerated**.
- Provide a programme of education where **all students** are encouraged to **develop respect for themselves and others**.
- Offer a programme of **restorative justice** - where **students** can meet and **resolve issues**.
- Provide a system which **supports both the victims of bullying and the bullies**.
- Work closely with **parents/ guardians**.
- Recognise that bullying is serious and will be **dealt with fairly** by all adults in the academy.

WHAT IS BULLYING?

Bullying is an action by an individual or group that aims to physically or emotionally hurt another person on a regular basis.

Bullying can take a number of forms.

CYBER

Is the use of ICT (information, communication & technology) to harass, threaten or insult others with the intention to cause them mental or emotional harm.

RACIST

Is any incident that is motivated by a person's skin colour or culture.

SEXUAL

Unwelcome behaviour of a sexual nature which may include: Indecent suggestive remarks; Inappropriate touching, requests or demands; Indecent drawings, gestures or jokes; The sharing of obscene material by e-mail, mobile or through social networks.

HOMOPHOBIC

Bullying motivated by prejudice against someone who identifies as Lesbian, Gay, Bi-sexual or Transgender - or if they are perceived to be.

DISABILITY

Occurs when bullying is motivated on grounds of differences.

PHYSICAL

Is any use of physical violence against someone else - *pushing, kicking, hitting, punching etc.*

VERBAL

Is the use of language in a negative way to upset, humiliate or embarrass another person - *sarcasm, name-calling, spreading rumours, teasing etc.*

How do you know if someone is being bullied?

Signs to be aware of:

- They might start to **stay off school** or **miss lessons**.
- They may become **isolated** and have **no friends**.
- They might be **ill** a lot.
- Their **personality** may **change** (they may be louder/ quieter around school).
- They may appear to be **frightened** or **worried** when they're in school.
- They may start to do **poorly** in **school work**.
- They might have **damaged property** or had **property stolen**.
- They may start **asking for money** or **steal money** (to give to bullies).
- They might have unexplained **cuts or bruises**.
- They may have **started to bully** other people.

WHAT TO DO ...

- If **you** are being bullied or you witness/ think someone else is being bullied you **must tell an adult** - a parent/ guardian or member of staff - so **they can stop it from happening** again.

WHAT THE ACADEMY WILL DO... TO TRY AND STOP BULLYING

- **Anti-bullying ambassadors** will meet regularly and **report** instances of bullying to staff, as well as, helping to **resolve and prevent** social conflict and bullying in lessons and during social time.
- All students involved in instances of bullying will be offered **support from pastoral staff**. The member of staff working with the student will decide if a whole class/ year group piece of work is necessary.
- All students will participate in **anti-bullying work** through **PSHE** lessons and **anti-bullying week** led initiatives.