

Anti-Bullying Guidance

Oathall Community College is committed to eradicating instances of bullying. Our ethos and values are in place to ensure that every person has the opportunity to realise their full potential. Anything that prevents this happening is dealt with in a concerned but determined manner. It is our belief that education should take place in a safe and caring environment. We believe that every member of the school has the right to come to school and learn without fear. As a school, we have strategies for dealing with bullying, through our Behaviour Policy, Safeguarding and Child Protection Policy and our Equality and Diversity Policy. These are enforced in conjunction with our behaviour and pastoral systems and our PD and pastoral curriculum.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

How do we recognise it?

Pupils will sometimes confide in fellow pupils, family or staff. Staff observation of behaviour patterns in pupils is vital, particularly Form Tutors and other support staff. All staff undergo annual training in recognising signs of bullying as part of their continued professional learning.

How do we deal with it?

Through the normal school discipline procedures, as outlined in the school's Behaviour Policy. Staff will inform Heads of Years, parents or senior staff as necessary. Restorative conversations are a very important part of the process for both victim and bully. We have a range of strategies that include working with pupils as well as staff. In known or proven cases the school's Governors may become involved in more serious discipline procedures.

We ensure that the matter is dealt with sensitively and involve the child who made the allegation when investigating and resolving the situation.

How do we prevent it?

- The Oathall Community Values of Respect, Equality, Independence, Confidence, Resilience and positivity are embedded in all of our students
- The PD programme covers bullying and relationships.
- The Tutor Programme and Assemblies are opportunities to encourage positive relationships.
- Prefects are assigned to Year 7 Tutor Groups to look after them when they first start at Oathall
- Prefects are on duty during school social time
- The pastoral team are the first port of call for students if bullying is occurring