The Oswaldtwistle School
Anti-Bullying Policy 2023 - 2024

Member of staff responsible for the policy: L Amin
Date on which this policy was last reviewed: September 2023
Date on which this policy will next be reviewed: September 2024
Dissemination of the policy: All Staff, parents (via website), governors and students
Named members of staff with responsibility for overseeing anti-bullying: A Corns and L Amin
Named Governor with responsibility for overseeing anti-bullying: Michael Clack

This policy has been drawn up after consultation with the Senior Leadership Team, Pastoral Team, form tutors, parents, carers and members of the Student Council.

Introduction

The Oswaldtwistle School aims to make all students, parents, carers, staff, community and wider stakeholders safe in the knowledge that all forms of bullying are tackled as quickly and effectively as possible, as we have adopted a zero-tolerance approach to bullying. We take pride in being a caring, community which seeks to maximize the potential of all students regardless of gender, ability, social class, sexual orientation, age, disability, race, culture or background.

The aim of our anti-bullying policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive and safe environment without the fear of being bullied.

All members of the school, including teaching and non-teaching staff, students and parents should be familiar with the school policy on bullying: therefore, the policy is designed to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it.

What is Bullying?

Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the school has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

Definition of Bullying

Bullying may be defined as any willful and hurtful behaviour, usually repeated, consistently over a period of time, designed to intentionally hurt another student or group physically or emotionally, where it is difficult for those being bullied to defend themselves. Bullying is often motivated by prejudice. Bullying may follow a pattern and is directed towards a student by another student or group of students.

Bullying can take many forms. It is a serious and complex matter, which can have profound consequences for children and parents. We recognise that both victims and bullies may need help to stop the behaviour recurring.

The seriousness of bullying cannot be emphasised enough. Bullying is among the top concerns that parents have about their children's safety and well-being at and on the way to and from school. Bullying is also a top concern of children and young people themselves. Bullying undermines a student's confidence and self-esteem; it destroys their sense of security and can be psychologically damaging. Bullying can impact on its victims' attendance and attainment at school and can have a life-long negative impact on some young people's lives.

It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victim. All students deserve the opportunity to be helped to understand what acceptable behaviour is.

Examples of unacceptable behaviour include but are not limited to:

- Physical (including sexual) assault.
- Verbal abuse e.g. by name calling, teasing or making offensive remarks.
- Indirect emotional tormenting by excluding from social groups or spreading
- Malicious rumours.
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include:
- Sexting
- Group Messages
- Threatening Messages
- Name Calling
- Using social networking websites and applications, mobile phones, text messaging, photographs, video and e-mail

Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, sexist, sexual (e.g. sexting) or which focus on disabilities or other physical attributes (such as hair colour or body shape) or any reference to any protected characteristics.

Educational Needs.

We at The Oswaldtwistle School reject bullying in all its forms. The school respects and supports every individual. It is the responsibility of every member of the school to prevent bullying. Unkind behaviour is not tolerated, but on occasions, is inevitable and will be dealt with in a constructive way so that children can learn from their mistakes.

Bullying of all forms, on the grounds of

- Race including colour, nationality, ethnic or national origin
- Age
- Being or becoming a transsexual
- Marriage or civil partnership
- Pregnancy or Maternity Leave
- Disability
- Religion or belief, or lack of
- Sex and sexual orientation

Will be treated as a serious incident and reports of such incidents will be acted upon, recorded and reported to the appropriate members of staff. All staff will be alerted to the various types of bullying and the appropriate strategies to use when incidents occur.

At The Oswaldtwistle School we work with a range of agencies to promote positive relationships, harmony and mutual respect throughout the school;

- GIDS (Gender Identity Development Service)
- Brook
- CANW (Child Action North West)
- Stonewall
- HARV
- Children and Family Wellbeing Service

The Oswaldtwistle School's commitment to preventing bullying

One of the most important preventative strategies to guard against bullying behaviour is the ethos and culture of the school. At Oswaldtwistle School, students learn to take individual and group responsibility for their own and each other's welfare so that bullying can be more easily identified and addressed.
Every student has the right to feel safe within our school community.
The school actively discourages bullying behaviours and use a range of strategies to promote anti-bullying such as:

- Clear reporting procedures for all bullying concerns through CPOMS.
- Immediate intervention with any evidence recorded and acted upon.
- Staff training on what bullying is and how to report concerns.
- Assemblies and tutor group activities focused on anti-bullying.
- E-Safety & cyberbullying educational events.
- Anti-bullying activities through the CFL curriculum & Drop Down Days.
- Student anti bullying ambassadors.
- Highlighting awareness through posters in school and via the school website.
- The use of restorative approaches wherever possible to resolve conflict between students.
- Student worry box in Student Services.

Reporting and Monitoring

Students

• If you are being bullied tell a member of staff or an adult that you trust. You can tell any member of staff in school but these members of staff should be top of your list.

DSL – Mrs Corns

Safeguarding Team – Mrs Amin Yasin, Mrs Scott, Mrs Gregory

Your Key Worker

The Behaviour Manager – Mr Reed

Learning Mentors- Ms Padden and Mrs Catlow

Pastoral Deputy Head – Mr Bridge

Head Teacher- Mrs McKenna

• If you feel embarrassed or uncomfortable talking to a member of staff you can post a worry slip in the 'worry box' in Student Services, speak to a pupil anti-bullying ambassador or speak to your parents/carers and they can contact staff.

Parents

• Parents should report ALL incidents of bullying to Amanda Corns (DSL), Glen Reed (Behaviour Manager) or to the relevant staff.

 All Staff can be contacted on 01254 231553 and asked for in person.

• All reported accounts of bullying are investigated by the safeguarding team and Behaviour Manager and subsequent findings are shared with other relevant pastoral staff.

• All aspects of bullying can be reported via:
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- The Oswaldtwistle School website
- Pastoral Team
- Any member of staff

• Other agencies and advice regarding online/cyber/sexting are available through the anti-bullying page on the school website.

How We Record Incidents of Bullying

• A record of all reports is kept on CPOMS as a behaviour incident.

• Staff must ensure that all incidents are recorded promptly.

Parents will be involved at the discretion of the safeguarding team, Behaviour Support Manager and Senior Leadership Team. All well founded concerns will be shared with parents.

What we Will Do

• Parents of both the perpetrator and victim will be informed of incidents of bullying and their full cooperation expected. Outside agencies may be called upon for support. In cases where a Looked After Child is involved in an incident of bullying we will inform the care home.

• If a child is being bullied, action must be taken. The bully will be made aware of the unacceptable behaviour and the consequences of any repetition. Support will be offered to the victim and both the victim and the bully will receive appropriate coaching/restorative action.

• Sanctions previously outlined in the behaviour policy will be employed, at the discretion of staff.

• Correspondence will be sent out to parents of alleged perpetrators of bullying and victims, if deemed appropriate.

• Governors will be informed of the number of bullying incidents at Governors meetings on a termly basis. Examples of measures taken will also be provided.

The responsibility for monitoring this policy lies with: -

• All staff will monitor students' responses to school life and signs of distress will be followed up.

• The safeguarding team, behavior team and SLT are to respond to incidents of bullying.

• CfL teacher for the delivery of appropriate teaching materials.

Supporting Organisations and Guidance

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
• Beat Bullying: www.beatbullying.org
• Childline: www.childline.org.uk
• DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools": https://www.gov.uk/government/publications/preventing-and-tackling-bullying
• DfE: "No health without mental health": No Health Without Mental Health: a cross-government outcomes strategy - GOV.UK (www.gov.uk)
• Family Lives: www.familylives.org.uk
• Kidscape: www.kidscape.org.uk
• MindEd: www.minded.org.uk
• NSPCC: www.nspcc.org.uk
• PSHE Association: www.pshe-association.org.uk
• Restorative Justice Council: www.restorativejustice.org.uk
• The Diana Award: www.diana-award.org.uk
• Victim Support: www.victimsupport.org.uk
• Young Minds: www.youngminds.org.uk
• Young Carers: www.youngcarers.net

Cyberbullying
• Childnet International: www.childnet.com
• Digizen: www.digizen.org
• Internet Watch Foundation: www.iwf.org.uk
• Think U Know: www.thinkuknow.co.uk
• UK Safer Internet Centre: www.saferinternet.org.uk

LGBT
• EACH: www.eachaction.org.uk
• Pace: www.pacehealth.org.uk
• Schools Out: www.schools-out.org.uk

SEND
• Changing Faces: www.changingfaces.org.uk
• Mencap: www.mencap.org.uk
• DfE: SEND code of practice: SEND code of practice: 0 to 25 years - GOV.UK (www.gov.uk)

Racism and Hate
• Anne Frank Trust: www.annefrank.org.uk
• Kick it Out: www.kickitout.org
• Report it: www.report-it.org.uk
• Stop Hate: www.stophateuk.org
• Show Racism the Red Card: www.srtrc.org/educationa