



Oak View School, Whitehills Road, Loughton, Essex, IG10 1TS

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## Anti-Bullying Policy

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Last Reviewed	September 2020
Review Due	June 2022

## **Introduction**

This policy was written by the SLT following consultation with staff and governors. It was ratified by the governing body on September 2008. It is part of the group of policies relating to behavior that include the Equal Opportunities policy, the Autism Behaviour Policy and the Code of Conduct policy. This policy is also reflected in our Community Code. It only relates to the prevention of bullying amongst students.

## **Rationale**

As part of its development towards Healthy School status, Oak View has based this policy on The Anti-Bullying charter and the DCSF guidance 'safe to Learn: Embedding Anti-Bullying Work in Schools'.

*"All children and young people, regardless of educational need and individual difference, have a right to be treated with dignity and respect, and have a responsibility to treat others in the same way."* Essex County Council - Anti-Bullying policy.

The school places importance on working with parents and careers to ensure that bullying can be identified and tackled appropriately, and that learners feel safe and confident that issues will be dealt with sensitively and effectively.

At Oak View it is our policy to:

- support staff to promote positive relationships and identify and manage bullying behaviour;
- ensure staff know and understand the policy and their role within it;
- ensure that learners and parents/careers know and understand the policy and have opportunities to be involved in discussing its implementation;
- have systems in place to ensure the prompt reporting back to parents/ careers on any concerns raised;
- have a system for recording bullying incidents and for ensuring that those involved in incidents are monitored
- Learn from anti-bullying good practice elsewhere and utilize the support of relevant organizations when appropriate.

## **Defining and Identifying Bullying Behaviour within Oak View**

At Oak View School, the term 'bullying behaviour' is taken to include both physical and verbal behaviour including the use of remarks that are discriminatory such as those containing racist or sexist terms. Given the complex needs of our pupils, all staff should be aware of these possible signs and should investigate if a child is

- Frightened of walking to or from school
- Changes in usual routine
- Unwilling to come to school
- Becomes withdrawn, anxious
- Unexplained cuts or bruises

- Becomes aggressive or unreasonable
- Stops eating

Peer on peer abuse can take various forms including cyber bullying, harmful sexual behavior and gender/race violence. These types of abuse rarely take place in isolation and often indicate wider safeguarding concerns.

### **Procedures for Dealing with Bullying Behaviour**

1. Where a student reports that they are a victim of bullying, staff should listen carefully to the individual and reassure them that the matter will be dealt with. Where an adult suspects that a student is being bullied, they should firstly ensure the safety of the individual concerned.
2. The appropriate class-teacher should be notified and the matter reported to either the Department Lead or a member of senior staff and also recorded on Safeguard, who will then decide on the nature of further investigation.
3. Parents / Careers will be informed of the incident and the steps taken to resolve the matter. This will be recorded on Safeguard.
4. Where bullying is persistent, the following actions would be considered:
  - a multi-disciplinary meeting to identify a course of action
  - referral to another agency such as the Child & Family Consultation Service
  - a fixed term exclusion followed by a return to school meeting with parents/careers
  - review of appropriateness of placement

### **Recording Incidents of Bullying Behaviour**

Incidents of challenging behaviour, including those that fall into the category of bullying, will be recorded on Safeguard along with the necessary follow up actions and any communications with parents/careers. The Head-teacher has responsibility for using the information provided on the behaviour records to complete the Serious Incident form required by the local authority.

### **Prevention**

Given the range of learning difficulties experienced by students at Oak View, it is crucial that the school community provides a supportive learning environment within which opportunities to develop social and emotional skills can be promoted. This is reinforced through the school's community code, curriculum, relationships, displays, the school council and assemblies.

It is essential that all staff are alert to the potential for bullying behavior and in order to achieve this, the school's policy and procedures will be included within induction training for all staff.

Opportunities to access relevant external training will be utilized as well as the development of staff awareness through their involvement in the periodic review of policy and practice through the 'Teaching & Learning' meetings held by each class. Development and application of 5p Behaviour Plans further embed the supportive, focused response to behaviour and any precursors to bullying.

Equally, Essex Steps training delivered by a qualified practitioner serves to support staff in defining and identifying challenging behavior and their antecedents. Safeguarding training and delivered annually by the Head Teacher.