

Oakwood School and Assessment Centre

Anti-bullying policy.

Definition --- In Oakwood, we view bullying as any form of behaviour or indiscipline which hurts, intimidates or offends mentally, physically or emotionally, or in any way inhibits another's entitlement to feel safe and secure and enjoy being part of our school community. It is also important to try to distinguish between bullying and challenging behaviour.

Justification --- With due deference to any and all legislation focussing on children's rights and our duty to oversee its implementation, we value our pupils and are committed to the belief that all children are entitled to peace, to grow and develop in the most sympathetic, fertile environment, free from anxiety, fear and trauma. Happy children thrive.

Implementation. --- We confront the issue of bullying Proactively by

- ensuring that we maintain a robust pastoral ethos as agreed and described in our Pastoral Care Policy;
- by ensuring that our pupils know that no one is allowed to annoy anyone else;
- by giving them the confidence to tell and always being approachable;
- by ensuring that all our systems and procedures guarantee equality of opportunity for all our pupils;
- by keeping our parents aware of our attitude and approach;
- by having an agreed system for recording and reporting all incidents;
- by the example of our own interactions and relationships.

Reactively by

- referring to our Discipline and Child Protection policies and using the proscribed strategies to help our pupils control and order their behaviours. We consider these to be an adequate response to any problems of bullying which might occur.
- by keeping clear records of every incident, response and result.

In line with our pastoral roles and responsibilities every member of staff has an ongoing duty to make sure that our pupils are allowed enjoy an emotionally stable environment.

And this duty extends to all relationships, pupil/pupil, staff/pupil, staff/staff.

We need to be aware that members of staff can be bullied. When, and if this happens, the matter will be addressed with the same urgency and seriousness given to any incidence of bullying, mindful of everyone's rights and of the affect this might have on the ability of the staff member involved to carry out his/her duties. A staff member thus affected should bring the matter to the attention of the Principal immediately.