

Oakwood School and Assessment Centre

Anti-bullying policy.

Definition --- Safe to Learn(2007) defines bullying as:-

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally “ --- “ Some children with SEN and disabilities may not recognise that they are being bullied or that their own behaviour may be seen by someone else as bullying”. It is also important to try to distinguish between bullying and challenging behaviour.

Anti-bullying work takes two tracks. Preventative work is on-going and sustained, providing a consistent ethos and framework, while responsive work comes into effect in dealing with bullying behaviour. Preventative work involves the whole school community. To achieve this, it is essential that all our pupils parents and staff understand what is meant by bullying. Children with SLD are less likely than others to recognise bullying behaviour in themselves or others.

Preventative

Oakwood School is committed to addressing the wellbeing and often complex pastoral needs of all pupils. This is done both through individual and whole class programmes which are designed to meet the children’s individually needs. Bullying related issues are addressed as part of the PDMU programmes in the school and anti bullying / caring for others is embedded in the ethos of the school. Staff and children alike are encouraged to identify and eliminate ‘intentional bullying related’ behaviours immediately. Anti-bullying and friendship / playground charters are clearly visible on walls throughout the school and in outdoor playgrounds.

Oakwood Schools stand-alone Anti bullying policy is integrated and interwoven into the pastoral care, discipline and challenging behaviour policies and programmes.

Oakwood School aims to keep all children safe from bullying

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.

Reactive

At Oakwood School we ensure that the child knows that bullying behaviour is wrong and will not be tolerated. Furthermore we endeavour to ensure that the pupils' communication skills are sufficient for understanding and that their personal communication tools are available to them. We also take cognisance of the fact that many of our children are not aware that their anti-social behaviour may be construed as bullying.

Travel to & from School

The duty to ensure that Oakwood is a 'bully free' school extends to the times children are travelling to and from school. All children attending Oakwood School have a statement of educational need which details home / school transport and this is provided and managed by the EABR. In order to ensure continuity of care and education across both transport and school a senior member of staff has additional responsibility for 'transport'. Part of this role is to liaise with bus escorts and drivers regarding any concerns there may be during the children's bus / taxi journey. Resources are made available for use on transport e.g. First / Then, Supersymbols, Social stories etc. and both escorts and drivers are considered as part of the 'team' and encouraged to engage with the school staff and ethos. Concerns regarding individual children are discussed with class teachers and strategies for transport agreed

Staff are encouraged to refer to our Discipline and Child Protection policies and use the prescribed 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. In addition they keep 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 to enjoy an emotionally stable environment.

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.