

Anti-Bullying – Kindness Starts with Us

At Oak Academy we want to make sure that every child in our community feels safe, in a school where there is **zero-tolerance** of bullying. Everyone deserves to be able to come to Oak Academy everyday without the fear of bullying happening. We want our classrooms to feel secure, structured and welcoming to support learning, team-work and healthy friendships. All members of staff know how to spot the signs of bullying and will intervene to stop it immediately. Any reports of bullying will be taken seriously, and we will make sure that any one affected is supported and feel confident that it is being dealt with swiftly. We also have a kindness corner which is an anti-bullying safe space, which is open during break and lunch times.

It is a devastating statistic that nationally, over 40% of all school aged children have experienced bullying including name calling, cyber-bullying and physical bullying. For a lot of young people, the fear of the bullying being made worse by reporting or being labelled as a 'snitch', it unfortunately prevents action from being taken and the cycle continues. This is a big concern for us as we believe that no one should suffer in silence when it comes to bullying. We have tried to make the reporting process as varied less intimidating as possible to encourage pupils to reach out. There are several ways to report bullying such as reporting it to a member of staff, speaking to our student-led and fully trained Kindness Ambassadors or by reporting anonymously using the Anti-Bullying QR Code. All young people deserve to be heard and should be encouraged to use their voices to stand up for what is right, we encourage all of our pupils to "be an upstander, not a bystander".

This year Miss Jeffrey and Ms Stevenson took 10 of our pupils to train to become Anti-Bullying Ambassadors with the Diana Award. The award is a registered charity in the memory of Princess Diana, where students learn how to support one another and create a safe community free from bullying. The award has taught the pupils new life skills and has proved to us that they show so much compassion and empathy for others that they are the perfect people for our students to talk to if they need help with making friends, repairing broken friendships or advice on how to deal with bullying.

Bullying can have a lasting impact on young people, particularly if it goes unresolved or unreported. Across the UK, 21% of pupils who have been bullied have also truanted from lessons, you are 15% more likely to be excluded from school and 1 in 4 Pupils with SEND have reported being violently bullied. Bullying can leave pupils with long lasting (sometimes lifelong) depression and anxiety and are less likely to succeed in careers or education. These are figures that we desperately want to avoid happening at Oak Academy, which is why we have created such a strong safety network to support everyone.

At Oak Academy, we strive to honour the British Values, Democracy, Rule of Law, Respect and Tolerance, Individual Liberty, this in tandem with the observance of the protected characteristics which are established by the Equality Act of 2010 :

- age
- gender
- marriage and civil partnership
- disability
- reassignment

- pregnancy and maternity
- race
- sex
- religion or belief
- sexual orientation

we endeavour to make Oak a space and inclusive space for all.

What is Bullying?

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally. Bullying is a form of child-on-child abuse (for more information on child-on-child abuse, [click here](#)).

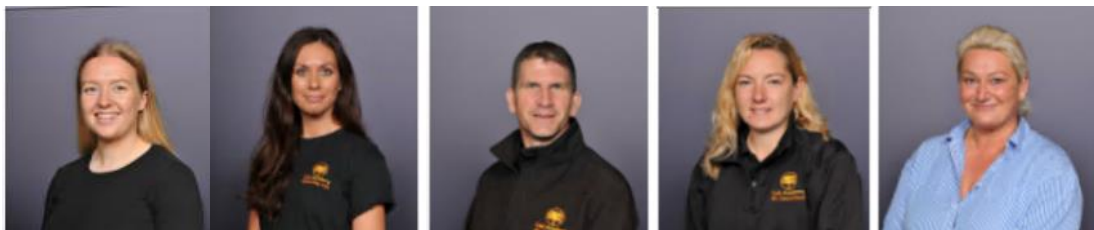
Bullying falls under 4 main categories:

1. Verbal – swearing, shouting, teasing.
2. Physical – hitting, kicking, spitting.
3. Indirect – deliberately leaving someone out, alienation.
4. Online/Cyber bullying

Bullying behaviour can have long term effects on young people, including:

- Becoming suspicious of other people
- Behaviour problems
- Exploitation
- Long lasting mental health problems like depression and anxiety
- Poorer school performance
- Radicalisation
- Trouble forming healthy friendships
- Truancy/Attendance Concerns

Heads of Year- First Port of Call



Ms Ottoway, Y7

Ms Tweedle, Y8

Mr Turner, Y9

Ms Ferrett, Y10

Ms Cummings, Y11

The Head of Year is tasked with completing the investigation, consulting safeguarding and issuing appropriate mediations, sanctions, etc...in accordance with our anti-bullying policy. This can be found [here](#).

Anti Bullying Team, support for students and Heads of Year

Miss Jeffrey – Anti-Bullying Lead & Teacher of English and Drama

Mr Garza – Assistant Vice Principal & Safeguarding Lead

Miss Frampton – Inclusion Officer & Deputy Designated Safeguarding Lead

Ms Stevenson – ELSA

Ms Biles- Vice Principal, Inclusion



Kindness Ambassadors- set the tone for anti-bullying, provide feedback from the school, and supporting the students who need additional support.



Where to get help

Any instances of bullying can be reported directly to any member of staff and it will be dealt with quickly. However, if any of our pupils wish to remain anonymous (regardless of whether they are being bullied themselves or have witnessed someone else be bullied) bullying can also be reported via our Anonymous Anti-Bullying/Sexual Harassment QR code/link:



[Anonymous Report for Bullying and/or Sexual Harassment](#)

Signposting- for more information regarding bullying or to get support, please visit the following websites below.

- [Anti-Bullying Alliance](#)
- [Bullies Out](#)
- [Diana Award Anti-Bullying](#)
- [Kooth](#)
- [National Bullying Helpline](#)
- [Childline](#)