



LET'S #BEKIND

At Oasis Academy Mayfield, we are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere. Bullying and harassment of any kind is unacceptable at our academy, whether it is in the academy or in off-site activities.

In the event of alleged bullying or harassment, all students should know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying or harassment is happening is expected to tell a member of staff (a reminder for students is the safeguarding posters displayed around the academy).



What is bullying/harassment?

Bullying or harassment as defined in article 2.2 of the bullying policy is the use of deliberate aggression repeated over time with the intention of hurting another person.



Bullying/ harassment can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Faith based – taunts on a person's beliefs or symbols of their faith
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexist – derogatory sexual comments or gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic/Transphobic/Biphobic - because of, or focussing on the issue of sexuality
- Disability - Because of learning or physical disabilities
- Verbal - name-calling, sarcasm, spreading rumours, teasing because of appearance, social class etc
- Cyber - all areas of internet use, such as e-mail and internet chat room misuse
- Mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities, Social media and Whatsapp etc.

What can Parents do?

If parents suspect their child is being bullied they should contact the relevant Assistant Head of Year, for their child's year group by telephone or E-mail.

Year 7 - Sarah Harvey, sarah.harvey@oasismayfield.org

Year 8 - Lauren Godwin, lauren.godwin@oasismayfield.org

Year 9 - Amy Hope, amy.hope@oasismayfield.org

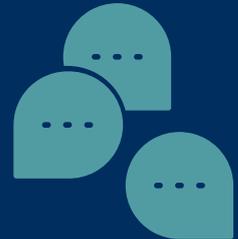
Year 10 - Kieran Staniford, Kieran.staniford@oasismayfield.org

Year 11 - Eddie Scott, eddie.scott@oasismayfield.org



Students who have bullied or harassed will be supported. Possible options include:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong-doing and the need for change
- Informing parents to help change the attitude of the student
- Involving other agencies, including Police and Children's Services, to support a change in behaviour
- Referral to a counsellor (if necessary)
- Attend a restorative practice meeting with the affected student to resolve issues and prevent recurrence.



Support strategies

Following a reported incident pastoral leaders will investigate using the 'Restorative Practice' approach' with the support of other members of staff as appropriate:

- Reflection – What has happened? Could it have been different?
- Resolution – How can we try to ensure this doesn't happen again?
- Reconciliation – How we put things right between those involved?

Time out/ reflection time may be used if deemed appropriate. The level of time out will be determined by the success of the process outlined in 7.1 and at the discretion of the member of staff involved.

- Care must be promoted for both the victim and the perpetrator
- Sanctions may be applied where bullying or harassment is identified
- If necessary and appropriate, police will be consulted or involved

As an academy we take bullying and harassment seriously. Students, staff, parents and anyone associated with the academy should be assured that we do not tolerate bullying or harassment. The academy is committed to providing full support when such behaviour is reported.



#TheMayfieldway
Kind - Proud - Determined