



## OXFORD INTERNATIONAL COLLEGE BRIGHTON

### PREVENTION OF BULLYING

POLICY INTENDED FOR:	Students
CATEGORY:	Behaviour, Safeguarding
POLICY IMPLEMENTED BY:	Principal
REVIEWED BY:	Principal
REVIEWED DATE:	August 2023
NEXT REVIEW:	June 2024

#### ANTI-BULLYING STATEMENT

Oxford International College (OIC) Brighton acknowledges its responsibility to protect all students against bullying. The aim of the OIC Brighton Prevention of Bullying policy is to prevent bullying of any sort and to ensure that every member of the College community can operate in a supportive, caring and safe environment without fear of being bullied.

All members of the community, including members of the Senior Leadership Team (SLT), teaching and non-teaching staff, teachers, students and parents should understand what bullying is and be familiar with the College policy on bullying, therefore the aim of this policy is:

- To demonstrate that the College takes bullying seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying within the College and on off-site activities.
- To support everyone in their actions to identify and protect those who might be bullied.
- To demonstrate to all that the safety and wellbeing of students is enhanced by dealing positively with bullying.
- To promote an environment where individuals feel confident reporting bullying.
- To promote positive attitudes in students and staff.



## DEFINITION OF BULLYING

Bullying is defined as any behaviour that is:

- Usually repeated (but may be a single act of great significance)
- Intended to hurt someone either physically or emotionally and
- Often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation.

Examples of unacceptable behaviour include:

- Physical (including sexual) assault.
- Verbal abuse, by name calling, teasing or making offensive remarks.
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail.
- Indirect emotional tormenting by excluding from social groups or spreading malicious rumours.

Students may be picked on for a variety of reasons. Bullying is often motivated by prejudice. Studies show a weight of evidence that those being bullied find it difficult to defend themselves (often due to age, position and/or capability physical, emotional or verbal), and often seemingly minor instances of harm can be hugely exacerbated by them being repeated over a period of time.

Bullying may also involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone, or by third parties ignoring it. It may be overt and intimidatory but is also often hidden and subtle.

Within the IOC community, which is drawn from many different parts of the world, there is a wide range of students and so bullying is rarely the result of simple gratification but can sometimes be linked to pre-existing inter-cultural animosities.

This policy covers a number of aspects of a person's characteristics, including (but not restricted to) actions or comments that are:

- Racist
- Religious
- Cultural



- Targeting someone's actual or perceived ethnicity
- Homophobic
- Transphobic
- Sexist
- Sexual
- Gender
- Focused on disabilities or other physical attributes (such as hair colour or body shape); or
- Targeting or making inappropriate reference to special educational needs.

## PRINCIPLES

- Bullying in any form, by or towards any member of our College community, is not tolerated at OIC Brighton.
- We are committed to the prevention of bullying through the promotion of the College's ethos of mutual respect, non-discrimination, equity and collective responsibility.
- The College's stance on bullying is made known to all members of the College community including students, staff and parents.
- Any incident or allegation of bullying will be taken seriously and investigated immediately and thoroughly (unless there is a suspected child protection issue, in which different guidance applies).
- Bullying is not always easy to detect. It is important that students feel able to recognise it and to report it. We promote a culture of open and frank communication, and we encourage our students to report any incidence of bullying immediately to a member of staff.
- Our response will be informed by an awareness of the importance of reacting to incidents promptly and firmly and in a reasonable, proportionate and consistent manner; the need to safeguard and support the student who has experienced bullying; the importance of applying appropriate disciplinary sanctions to those responsible for bullying. It is also important to consider the motivations behind bullying behaviour; bullies can themselves be victims and concerns for the safety of the perpetrator may be revealed. Where this is the case, the person engaging in bullying behaviour may need support themselves.
- Action will be taken as appropriate in each instance. The principles set out in this policy should always guide the response and action taken. Beyond that, we do not lay down hard and fast rules since all incidents and all individuals are different. We will always seek to involve the parents of the student(s) involved and to ensure communication is as open and as frequent as is necessary.
- Any sanctions applied to those who are responsible for bullying should have a number of purposes: to make clear to the perpetrator that his or her actions are unacceptable; to deter him or her from repeating that behaviour; to ensure that they learn from the experience; and to signal to all members of the school



community that bullying is not acceptable and will not be tolerated under any circumstances.

- If sanctions are warranted, the person(s) responsible will receive a sanction in accordance with the College's behaviour policy. Any sanctions imposed will be fair, proportionate and reasonable, take account of any special educational needs or disabilities that students may have, and consider the needs of vulnerable students. In any serious case of bullying the Principal will be informed and the school will work with the parents of both the victim and the perpetrator.
- The College will remain in regular contact with parents until the situation is resolved. In the most serious cases, the sanction may be fixed term or permanent exclusion.
- It is everybody's responsibility to put a stop to any form of bullying by intervening or reporting suspected incidents.
- We encourage parents to support our anti-bullying stance and to become involved in the resolution of problems if and when they arise.
- The College will not accept 'banter' as a valid reason or excuse for perpetrator to use as justification for misinterpretation of their actions.

## DEALING WITH BULLYING

The seriousness of bullying cannot be emphasized enough. Bullying is among the top concerns that parents have about their children's safety and wellbeing at college. It is our expressed aim, at OIC Brighton, to promote a culture where our students and all members of our community feel included, safe, supported and confident in speaking out and seeking support. All OIC Brighton students should feel confident speaking to adults within the teaching and pastoral teams about behaviour that concerns them.

Bullying is a major concern of young people themselves. All staff should be aware that bullying can undermine victims' confidence and self-esteem and can also be psychologically damaging. Bullying often severely impacts on its victims' attendance and attainment at College, marginalizes those groups who may be particular targets for bullies, and can have a lifelong negative impact on some young people's lives. At worst, bullying has been a factor in student suicide.

Bullying, therefore, is an anti-social behaviour, is unacceptable and will not be tolerated at OIC Brighton. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.



## PROMOTION OF POSITIVE BEHAVIOUR

It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognized that the consequences of them being allowed to 'get away with it' can be detrimental to them, as well as to their victim. All students at OIC Brighton, therefore, deserve the opportunity to be helped to understand what acceptable behaviour is. Changing the attitude and behaviour is an important part of the College ethos.

Consequently, the college promotes a programme promoting positive behaviour for all members of the College. Staff should encourage students at all times to behave in an acceptable manner and include elements of this both within lesson and during the conduct of all activities on College property, accommodation or whilst representing the College on any trip, visit or sports event.

## ANTI-BULLYING MEASURES FOR STAFF

### WHAT TO LOOK FOR

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in workpatterns, lacking concentration or absent from class.

Members of staff and all members of the community must be alert to the signs of bullying at all times. Community members must act promptly and firmly against it, in accordance with the college policy. Surveys have shown that in the vast majority of bullying incidents, most people involved knew that what was going on was wrong. Sometimes people, either through lethargy, peer group pressure, or tacit support for what is going on, fail to take action. This is not acceptable and in the case of members of staff is likely to lead to disciplinary action, which could be deemed gross misconduct. All teachers and staff receive safeguarding training.



## RESPONSIBILITIES

### Senior Leadership Team (SLT):

- The Senior Leadership Team will discuss, review and endorse agreed strategies on the prevention of bullying.
- The Senior Leadership Team has a legal duty to draw up procedures to prevent bullying among students.

### The Senior Leadership Team will:

- Ensure that all staff have an opportunity of discussing strategies and reviewing them.
- Determine the strategies and procedures.
- Discuss development of the strategies with the leadership group.
- Ensure appropriate training is available.
- Ensure that the procedures are brought to the attention of all staff, teachers, parents and students.

### The Deputy Principal Pastoral and Wellbeing will:

- Be responsible for the day-to-day management of the policy and systems.
- Ensure that there are positive strategies and procedures in place to help both the bullied and bullies.
- Keep the Senior Leadership Team and Designated Safeguarding Lead informed of incidents.
- Determine how best to involve parents/guardians in the solution of individual problems.

### All staff will:

- Know the policy and procedures.
- Be observant and ask students what is happening to them.
- Deal with incidents according to this policy and the College's Safeguarding and Behaviour policies.
- Never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity.
- Support the Life Skills programme which include PSHE, citizenship and Promoting British Values.



### **Types of conduct to look for:**

The following behaviours may indicate that bullying is taking place or may comprise incidents of bullying:

- Actual physical violence
- Threat of physical violence verbally or by gesture and stance ('body language').
- Verbal comments or taunting, generally and specifically of a racial, cultural or sexual nature.
- Sexual harassment including peer to peer: undesired physical contact or sexually explicit comment.
- The spreading of malicious comment and rumours.
- Deliberate social exclusion.

### **Significant pointers worthy of investigation (without undue pressure) are:**

- Bruising injuries to arms or face.
- Students who have 'lost' money.
- Students who seem to run a lot of 'errands' for others.
- Students who seem to be isolated from a former grouping.
- Students giving improbable reasons for any of the above.

### **WHAT TO DO**

If a student approaches a member of staff with a complaint of bullying, this must be taken seriously and dealt with swiftly.

Discuss with students involved in a quiet, comfortable space. Do not promise confidentiality. Do not make assumptions of guilt or innocence or promise to do so. Reassure the complainant that further steps and investigations will take place and ensure that they feel listened to and safe.

Assure the student:

- That immediate steps will be taken to ensure that the bullying situation ceases, and that no recriminations follow from them reporting the circumstances. That they will not be viewed or portrayed as weak or inadequate for complaining.
- That they will not be unduly pressurised to reveal details they do not wish to divulge.
- That, where appropriate, it is College policy to bring together the complainant and the bully for discussion and resolution, but that no pressure will be applied if they do not wish this.



Strategies available to support staff include:

- Supporting the victim by offering support and making it clear that what is happening to them is wrong.
- Accompanying the victim to a trusted adult or suggesting that you see their teacher on their behalf.
- Separating the student from those accused of bullying and ensuring that they feel safe and protected.

As in any student interview situation:

- Do not press insistently for details the student feels unwilling to give at this stage.
- Explain to the student that you do not keep confidences – like any other professional you reserve the right to pass on information to other professionals, who will keep it in confidence between themselves on a 'need-to-know' basis.
- Keep an open mind about the outcome of the accusation and any resulting investigation.
- Keep notes if appropriate, record the conversation on CPOMS, and report to a suitable member of the pastoral and/or leadership team (e.g. the student's houseparent).
- The houseparent or Deputy Principal Pastoral and Wellbeing will communicate with the parents/guardians of the students involved.

### COMMUNICATING WITH THE STUDENT(S) ACCUSED OF BULLYING

Once you have established the nature of the incident and discussed it with the victim, staff must broach the subject immediately in a manner suitable to both the seriousness of the allegation and the wishes of the victim. Ask the individual(s) accused of bullying to write a written report of what has happened and pass this report to the Deputy Principal Pastoral and Wellbeing.

### REPORT TO THE DESIGNATED SAFEGUARDING LEAD

The Designated Safeguarding Lead Team must be informed about the incident and what actions have already taken. In most instances this will require a detailed written report, using CPOMS. Resulting disciplinary measures must be recorded on ISAMS.

The Designated Safeguarding Lead Team will then conduct an investigation in person or delegate the investigation to an appropriate senior member of staff.





## DEALING WITH THOSE ACCUSED OF BULLYING

All attempts will be made to counsel those who bully others. Staff should be aware that:

- They may not realise the effect their conduct has on others.
- They may not see their actions as 'bullying' within their own cultural setting.
- They may themselves be the victim of bullying.
- Positive behavioural modification rather than condemnation is our overall aim.

Discuss the effects their behaviour is having on others with them and monitor the situation to ensure progress is being made. Be aware that there are occasions when the bullying continues but in a different, less overt manner. Regular checks should therefore be made to ensure the problem has been alleviated.

However, at all times the welfare of the bullied person(s) will be the prime consideration. Bullying is a specific breach of College rules, a breach of UK law and is subject to College disciplinary procedures.

## COUNSELLING SERVICES AVAILABLE TO STUDENTS

OIC Brighton recognises that delivering counselling services regarding any bullying incident to both bully and victim is a vital part of the conciliation process. Once an incident has been reported to the Designated Safeguarding Lead, the victim and bully will both be referred to the Senior Leadership Team and Deputy Principal Pastoral and Wellbeing who will meet with both parties separately and devise an appropriate counselling programme.

Additionally, any student may request an appointment with a member of the Senior Leadership Team, Deputy Principal Pastoral and Wellbeing, Designated Lead Safeguarding or a counsellor at any time should they feel they need to discuss any aspect of their life and work at the college. The College recognises that discussing any relatively minor issues when they occur may stop a more major incident occurring.

All counselling sessions shall be recorded by the Deputy Principal Pastoral and Wellbeing, reported in CPOMS and entries made on the student's records. Details should only be passed on to staff members who need to know the details in order to assist them to deliver the College's duty of care to its students.

## ANTI-BULLYING MEASURES FOR STUDENTS

Any students who feel themselves to be the victim of bullying can bring their concerns to ANY member of staff or teacher, who will then report full details to the Designated Safeguarding Lead.



If you are the victim of bullying you should aim to:

- confront the bully by verbally making them aware that you think that what they are doing is wrong;
- share your feelings with someone else;
- talk to a member of staff, teacher, Head of Boarding or House Parent about the incident as soon as possible.

You can communicate with a staff member using Teams messaging, email or by speaking to them directly. The following adults will be in a good position to help and advise you:

- Deputy Principal Pastoral, Jonno Melia: [jonno.melia@oicbrighton.com](mailto:jonno.melia@oicbrighton.com)
- Head of Board, Matt Storey: [matt.storey@oicbrighton.com](mailto:matt.storey@oicbrighton.com)
- Houseparents and Boarding Assistants in your house or any boarding house
- College Nurse, Alisha Tinney: [alisha.tinney@oicbrighton.com](mailto:alisha.tinney@oicbrighton.com)
- College Counsellor, Clare Connelly: [clare.connelly@oicbrighton.com](mailto:clare.connelly@oicbrighton.com)
- Independent Listener (by telephone; see details on available posters)

Or any member of the teaching, support or Senior Leadership team. If you are not sure where to go or who to speak to, report to Student Services in Kepler Building (ground floor) or Main Reception.

#### WHAT WILL HAPPEN?

All reported instances of bullying will be taken seriously.

The victim will be spoken to and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them. The victim is also given the opportunity to discuss their own reactions and behaviour towards the bully. The victim is given support and advice, and counselling is suggested if deemed appropriate.

If it is clear that a bullying offence has been committed, the bully and any others involved will be interviewed individually and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them.



Sanctions may be applied in accordance with the College's Behaviour Policy.

Parents, as well as all staff, teachers and students, should know that the college will not tolerate bullying, and takes a positive approach to educating students to combat it.

Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying. In very serious cases it may be necessary to make a report to the police or social services. However, it is the policy of the College to attempt to resolve such issues internally using our own disciplinary sanctions, unless the matter is of such gravity that a criminal prosecution is likely.

Reported incidents of bullying will be followed up by teachers in order to monitor that the problem has been resolved. The record of bullying offences will be reviewed by the Senior Leadership Team and DSL. The Pastoral Leadership Group will meet regularly and review any incidences of bullying.

#### ANTI- BULLYING MEASURES FOR PARENTS

OIC Brighton seeks to support parents of children who are either bullying or being bullied. Problems are discussed and help and advice are offered, and each case is treated individually. OIC Brighton accepts that there is not one single approach that is suitable for all instances of bullying, but seeks to keep parents and guardians involved and informed in the decisions taken. Parents are invited to meetings where the motivations behind their child's behaviour are explored and appropriate professional support for the family will be discussed, as appropriate.

We offer the following advice for parents:

- It is helpful to take an active interest in your son/daughter's social life and chat about friends and activities inside and out of College life. As well as keeping up to date with their friendships, you may well learn of disagreements or difficulties.
- Watch for signs of unhappiness, such as an unwillingness to attend lessons, recurrent headaches or stomach aches for which there is no apparent physical explanation, changes in eating or sleeping habits, etc.
- Keep College staff informed if you have concerns about your son/daughter's welfare or have perceived signs which cause you concern.
- Be aware that bullying is a serious charge and there may be instances of challenging behaviour or friendship difficulties which do not constitute bullying.
- There are many reasons why a student might be unsettled at College, but bullying is a possibility. If you think a young person is being bullied, please let us know immediately and ask for a meeting with a senior member



of staff. We will treat the issue very seriously and investigate it thoroughly.

- An investigation may take some time, but you will be kept apprised of developments as appropriate. Equally, we ask you to keep us informed of your son/daughter's demeanour and behaviour to help us judge the impact of our response. It is also important that the student is aware that parents and the College are working together to take action against bullying.
- It is our aim to resolve the situation so that the bullying stops. Should you have continuing concerns, you are encouraged to share these with us so we can address them.

## CYBERBULLYING

### DEFINITION

"Cyberbullying is the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else." (Department for Education) Many young people and adults find using the Internet and mobile phones a positive and creative part of their everyday life. Unfortunately, technologies can also be used negatively. Our e-Safety policy provides clear guidance on the use of technology in the classroom and beyond for all users, including the permissions/restrictions in place and agreed sanctions. When children are the target of bullying via mobiles phones, gaming or the Internet, they can often feel very alone, particularly if the adults around them do not understand cyberbullying and its effects. A once safe and enjoyable environment or activity can become threatening, harmful and a source of anxiety. It is essential that students, staff and parents understand how cyberbullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.

### IMPACT

Cyberbullying can have a serious impact because of a number of factors including:

- invasion of home and personal space (it is not possible to 'walk away');
- the anonymity (at least initially) of the perpetrator;
- the ability to broadcast upsetting messages and images rapidly to a potentially huge audience and to continue to do so repeatedly over a long period of time.



## FORMS OF CYBERBULLYING

Cyberbullying may take a number of different forms including:

- threats and intimidation via electronic means;
- harassment or 'cyberstalking';
- sexting;
- vilification/defamation;
- setting up website pages to invite others to post derogatory comment about someone;
- the sending of insulting and vicious text messages;
- exclusion or peer rejection;
- impersonation, identity theft or unauthorised access.

## PUBLICLY POSTING, SENDING, FORWARDING OR MANIPULATING PERSONAL OR PRIVATE INFORMATION OR IMAGES.

Whilst some cyberbullying is clearly deliberate and aggressive, it must be recognised that some incidents of cyberbullying may be unintentional and the result of simply not thinking about the consequences. Students may need reminding that under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

## PREVENTION OF CYBERBULLYING

Cyberbullying (along with all forms of bullying) will not be tolerated at OIC Brighton, whether the bullying originates inside or outside College. Cyber-bullying and e-safety fall within the broader context of safeguarding and are therefore the responsibility of the Deputy Principal Pastoral and Wellbeing and the Head of Boarding. Further information regarding safeguarding can be found in OIC Brighton's Safeguarding Policy. Education around safe and effective use of the internet (including privacy settings etc) is key prevention of cyberbullying and will be promoted through discussion and student activities around what cyberbullying is and how it differs from other forms of bullying, within OIC Brighton's Life Skills policy. The aim is to provide students with the ability to deal confidently and effectively with any problems that might arise in their use of the internet.



Cyberbullying education will be delivered through Life Skills, Computer Science lessons, assemblies, and special e-safety events for students and parents as well as through the curriculum as a whole. The idea is to embed this awareness as part of daily life at OIC Brighton so everyone can avoid, recognise and, above all, to manage such activity through a confident awareness of who to approach in such a situation. This includes external reporting routes (contacting service providers directly), advice about not retaliating or replying, 'blocking' and removing 'friends', thinking carefully about what private information they might have in the public domain. Staff safeguarding training and other staff professional development includes training about e-safety and the management of personal data in line with statutory requirements.

### RESPONSES TO CYBERBULLYING

Activities conducted outside of OIC Brighton premises and outside of normal working hours that in our opinion constitute cyberbullying are also covered by this policy. The College will take reasonable steps to identify the person(s) responsible for any instances of cyberbullying such as examining system logs, identifying and interviewing possible witnesses and contacting the service provider and the Police if necessary. Students are encouraged to save any evidence (eg, to take a screenshot) of any examples of texts, images, posts or emails etc which may aid an investigation. Where students are found responsible for cyberbullying, parents/guardians will be informed and sanctions may include:

- the withdrawal of privileges,
- the person(s) responsible being instructed to remove any material deemed to be inappropriate;
- temporary or permanent exclusion of the perpetrator, in the most serious cases;
- the Police being contacted if a criminal offence is suspected. Steps will also be taken to change the attitude and behaviour of the perpetrator as well as ensuring access to any help that they may need.

### RECORDING INCIDENTS

All incidents of cyberbullying will be recorded on CPOMS whereby all relevant staff can be informed. See also our more detailed e-Safety policy.

### COMPLAINTS PROCEDURE

Parents and students are encouraged to use our Complaints Procedure for Parents if they feel that their concerns about bullying (or anything else) are not being addressed properly.



## REPORTING AND RECORDING OF BULLYING INCIDENTS

All instances of bullying must be reported by the staff member or teacher who receives the complaint to the Designated Safeguarding Lead. The report will then be entered into CPOMS and appropriate action taken.

There are criminal laws that apply to harassment, assault and threatening behaviour. If staff or teachers feel that any offence may have been committed, then it is their duty to seek assistance and inform the Designated Safeguarding Lead and Senior Leadership Team.

Teachers and key staff will be informed about the reported instances on a need-to-know basis in order to effectively monitor that the sanctions and procedures put into place following the incident are having the desired effect. This may well mean them discussing any on-going aspects of the incident with both the victim and bully. These discussions should be added to the incident report, until such time as the pastoral team or senior management team deem the incident to be closed with no further action being necessary.

It is essential the College has good records of bullying incidents so that any patterns can be identified and appropriate action taken.

## INVESTIGATION AND MONITORING PROCEDURES

Often the level of incident is such that it can be considered minor, recorded as such, and a watch be placed on the parties concerned to ensure there is no recurrence. In these instances, disciplinary action may still be taken against the bully, while support should always be given to the victim(s).

At times, however, it may be deemed by the Designated Safeguarding Lead/Deputy Principal Pastoral that the incident reported is of such seriousness that they need to investigate it further. The Designated Safeguarding Lead will then conduct an investigation in person or delegate the investigation to an appropriate senior member of staff.

The findings of this investigation will be considered by the senior management team, which may call on witnesses and the staff concerned. Measures will then be taken as deemed appropriate but should be proportionately greater than those handed out for more minor incidents.

If the incident took place in the accommodation, the senior leadership team will particularly want to meet with the House Parent and Head of Boarding.



## BOARD OF GOVERNORS ANNUAL REPORT

The Board of Governors will receive an annual report detailing:

- The number of bullying incidents that have occurred during the reporting period (i.e. since the last report).
- The age and position within the College, and profiles of both the perpetrators and the victims.

The Board of Governors will then consider the implications of the information provided including:

- Outcomes of investigations
- Recurrences of bullying
- Victims of bullying
- Places in which bullying occurred
- Times of day at which bullying occurred

The Board of Governors will decide if any amendments are required to monitoring and investigation procedures to deal with any recurring instances of bullying which come to light, including any amendments to this policy deemed necessary.

## STAFF TRAINING

The College will raise awareness of the staff through training and take action to reduce the risk of bullying at the times and places where it is most likely to occur.

The pastoral team gives support and guidance to staff on handling and reporting incidents, and on the follow-up work with both victims and bullied.

Staff awareness is raised regarding particularly vulnerable groups of pupils including those with SEND and LGBTQ pupils.





## RAISING AWARENESS

OIC Brighton adopts the following measures to prevent bullying:

- Assemblies are used to explore issues around bullying. National Anti-bullying Week is always given a high profile;
- Our Life Skills (including PSHE) programme is structured to give pupils an awareness of their social and moral responsibilities as members of a community, including that of never being a passive bystander. Students are encouraged to develop the social skills to enable them to act assertively in the presence of inappropriate behaviour and are made aware of confidential helplines and external agencies to which they may turn;
- Students are encouraged to tell a member of staff at once if they suspect that bullying, including cyber-bullying, may be taking place.

## OTHER RELEVANT POLICIES

This policy should be read in conjunction with the following school policies, all available from the policies page of the website or upon request from the school office:

- E-safety and acceptable use of technology
- Behaviour, rules, rewards and sanctions policy
- Complaints procedure for parents
- Equal opportunities policy for students
- e-Safety policy
- Health and safety policy
- Special educational needs and disabilities policy
- Safeguarding policy



## SPECIALIST ORGANISATIONS - SOURCES OF ADVICE AND SUPPORT

A number of organisations offer specialist information and support on issues of bullying. Here are some of the main ones.

The Anti-Bullying Alliance (ABA) [Anti-Bullying Alliance](#)

Kidscape [Help With Bullying \(kidscape.org.uk\)](#)

Childline 0800 1111 <https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/bullying-cyberbullying/>

National Bullying Helpline [Information and advice about all forms of bullying \(nationalbullyinghelpline.co.uk\)](#)

Samaritans 116 123 <https://www.samaritans.org/>

NSPCC 0800 800 5000 [NSPCC | The UK children's charity | NSPCC](#)

[Helping Children Deal with Bullying & Cyberbullying | NSPCC](#)

[Approaches to preventing and tackling bullying - GOV.UK \(www.gov.uk\)](#)

Family Lives [www.familylives.org.uk](http://www.familylives.org.uk) Helpline: 0808 800 2222

ChildNet International <http://www.childnet.com/>

UK Council for Child Internet Safety (UKCCIS) <https://www.gov.uk/government/organisations/uk-council-for-internet-safety>

## FURTHER INFORMATION

For further information about preventing bullying at OIC Brighton please speak with the Principal or Deputy Principal Pastoral & Wellbeing.

Contact details:

Principal Tess St Clair-Ford [tess.stclairford@oicbrighton.com](mailto:tess.stclairford@oicbrighton.com)

Deputy Principal Pastoral & Wellbeing Jonno Melia [jonno.melia@oicbrighton.com](mailto:jonno.melia@oicbrighton.com)