



# Anti-bullying Policy

Autumn 2018



## **Anti- Bullying Policy**

*'Bullying is behaviour by an individual or group, often repeated over time, that intentionally hurts another individual or group. Bullying can produce feelings of powerlessness, isolation; damage the sense of self worth and sometimes leads to victims feeling that they are at fault. It can lead to serious and prolonged damage for an individual and their family.'* (DFES 2006)

### **Introduction**

The Woodlands Academy Anti- Bullying policy has been devised to ensure that pupils learn in a supportive, caring and safe environment without the fear of being bullied. We are committed to providing such an environment for all our pupils so that they can learn in a relaxed and secure atmosphere.

Bullying is an anti-social behaviour and bullying of any kind will NOT be tolerated at Woodlands Academy of learning.

We are a TELLING school this means that anyone who knows that bullying is happening is expected to tell the staff, whether they are directly or indirectly involved.

At Woodlands Academy we believe that everyone has the right to be treated with respect and no one deserves to be the victim of bullying.

This policy also links to the schools behaviour policy.

### **Aims**

- All governors, teaching, non teaching staff, pupils and parents should have an understanding of what bullying is
- All governors, teaching and non teaching staff should know what the school policy is on bullying and act promptly and firmly in accordance with this policy.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

- If bullying does occur, all pupils should be able to tell someone and know that all incidents will be dealt with promptly and effectively.
- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. midday supervisors, part-time staff, volunteers, and support staff etc know how to respond if they witness or are told of a bullying incident.

## **What is bullying?**

Bullying is a deliberate hurtful behaviour that is systematic and ongoing, where it is difficult for those being bullied to defend themselves.

Bullying can take many forms:

- Physical- hitting, kicking, pushing, punching and any use of violence, theft
- Verbal- name calling, sarcasm, teasing
- Racial- racist taunts, remarks or gestures
- Indirect- spreading rumours, excluding someone from social groups
- Online bullying- texting, sexting, social networking sites, email, gaming sites
- Bullying related to sexual orientation e.g homophobic and transphobic abuse
- Peer on Peer abuse (see separate policy)

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and online. It can take place in group activities and between families in the local community.

## **Perpetrators and Victims**

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of online bullying or using email, social networking sites, texts etc

- A child may be vulnerable due to personal circumstances or past experiences i.e LAC

### **Possible signs of bullying**

Pupils who are being bullied may show changes in behaviour. The following may indicate other problems, but bullying should be investigated as a possibility.

- Becoming shy, nervous, lacking in confidence
- Feigning illness (i.e feeling ill in the mornings)
- Clinging to adults
- Being frightened to walk to and from school, not wanting to come to school
- Changes in their routine
- Changes in work patterns (beginning to lack concentration in school)
- Comes home with damaged clothes or belongings
- Has unexplained marks
- Is frightened to say what is wrong
- Increased internet or mobile use which may indicate on line bullying

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them fall victim to the behaviour of others.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

## Procedures

The following steps may be taken when dealing with incidents:

- Bullying should be reported to staff
- The incident will be dealt with immediately by the member of staff who has been approached (*this may involve investigation of the incident or referral to appropriate member of staff*)
- A clear account of the incident will be recorded by staff and given to the safeguarding officer (Mrs Jayne Graham or Mrs Tamsin Newton) who will inform other members of staff as appropriate.
- All those involved in the incident will be interviewed and the bullying to be stopped immediately
- In all cases the parents will be informed and will be asked to come in to discuss the problem
- Incidents of racist, sexist, homophobic or transphobic bullying will be recorded
- All incidents of bullying, including racist, sexist, homophobic or transphobic, will be recorded on CPOMs linked to all concerned pupils.

## Outcomes

- After the incident or incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- The bully/bullies may be asked to genuinely apologise.
- Exclusion from break or lunchtimes on the playground area
- In some cases suspension or even exclusion will be considered
- Parents will be notified

Pupils who **have been bullied** will be supported by:

- Offering an opportunity to discuss the experience with either their class teacher, learning mentors or a staff member of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

- Ensure that pupils feel safe and secure within school
- Working closely with the pupil and their family
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who **have bullied** will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Ensure they have a clear understanding of the school rules
- Establishing the wrong doing and the need to change
- Providing appropriate education and support
- Informing parents or guardians to help change the attitude of the pupil
- If online, requesting content be removed and reporting account/content to service provider
- Speaking with police or local services

## **Prevention**

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies, anti bullying week and subject areas as appropriate, in an attempt to eradicate such behaviour. We encourage the children to follow the 'SMART' guidelines for online safety, and take part in E Safety week and have visitors into school talking about online safety. Around school we display Childline posters, Anti-bullying posters, there is also a worry box and worry monster for pupils. We encourage our children to seek out and speak to the learning mentors and other staff member about their concerns for themselves or any other pupil at Woodlands. We deliver school and class assemblies to help the children understand the consequences of bullying and actively take part in Anti bullying week. We have yearly visits from theatre group, 'Loudmouth' who delivers 'My Mate Fancies You' to year 6 pupils and 'Bully4U' for years 3-6.

### **Advice to pupils:**

- Don't allow yourself to be intimidated, you do not have to deal with bullies on your own

- Keep a record of incidents what happen to you
- If you feel you are being bullied or concerned that someone else is being bullied you must tell someone

### **Advice to parents:**

- If you are worried your child is being bullied- ask them directly
- Be aware of the signs and symptoms of bullying, if you are not sure, speak to the school
- Report any concerns that you have regarding bullying to the school
- If you are concerned that your child may be bullying others, please speak to the school before the situation escalates which could result in serious consequences

### **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will make the concern much harder to resolve.

### **Helpful Organisations**

[www.mywalsall.org/parents](http://www.mywalsall.org/parents)

Childline 0800 1111

Parentline Plus 0808 800 2222

KIDSCAPE Parent Helpline 0845 1 205 204

Bullying online [www.bullying.co.uk](http://www.bullying.co.uk)

### **This policy does not stand in isolation and should be referenced alongside:-**

- Staff induction procedures
- Training and awareness
- Monitoring and supervision procedures

- Recording and sharing Information guidance
- E safety policy
- Safeguarding policy
- Staff code of conduct
- Behaviour policy
- Whistle blowing policy

### **The legislative duties and frameworks:-**

- Preventing and tackling bullying DfE 2014
- Supporting children who are bullied DfE 2014
- Cyber bullying- advice for headteachers and school staff 2014
- Sexting in schools and colleges – Responding to incidents and Safeguarding young people.

### **Policy Review**

This policy will be reviewed in full on an annual basis.

This policy was last reviewed and agreed in October 2018

It is due for review October 2019