



Name of Policy: ANTI-BULLYING POLICY

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Links with other policies:

Behaviour for Learning Policy/Positive Handling Policy/ Confidentiality Policy/Equalities Policy/e-safety policy/Calming Room Policy

Links to procedures & notes filed elsewhere:

[Disability Equality Duty Action Plan](#) with Equalities Policy

***Anti Bullying Alliance guidance- see Links at end of policy*

Approval: Governor Policy Group 28/9/20

Woodlands Meed Equalities Statement is available on the website:

www.woodlandsmeed.co.uk under policies.

Woodlands Meed's Overall Aims: Building Unique Futures Together

This includes:

- Providing a safe, secure environment
- Recognising the individual needs and strengths of each child
- Planning and facilitating unique, enjoyable opportunities to maximise learning and potential
- Working with parents/carers and outside agencies to achieve the best for each child
- Ensuring opportunities from the wider community are utilised.

Rationale

A Whole School Policy on preventing bullying is necessary because research, both locally and nationally, has consistently shown that a large proportion of children believe that they are victims of bullying at school.

Our School and College Behaviour Codes support the primary aim for all pupils and adults at Woodlands Meed to feel safe and secure.



Everyone at Woodlands Meed has the right

- to learn
- to work
- to feel safe
- to enjoy themselves
- to achieve their full potential
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Remembering these 6 rules will help us make this possible:

1. Respect others
2. Be kind and helpful
3. Look after each other
4. Be polite
5. Be honest
6. Look after our School and College

Each Class or Key Stage will consider our behaviour code and make their own agreed version for display

Anti Bullying Policy

The staff and Governors have agreed the following summary of our policy to prevent bullying, having consulted pupils' views in assemblies and in classes. We believe that challenging bullying effectively will improve the safety and happiness of pupils, show that the school cares and make it clear to bullies that the behaviour is unacceptable.

The **Policy Statement** (pupil friendly) will be posted up in the school and families parents and carers will be made aware of the policy with copies being available through our website.

1) Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.

- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.
- Supports national 'Anti Bullying' week – the Pastoral team ensure a general awareness through publicity, events and assemblies

2) Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.²

3) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

4) Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including volunteers and students to identify bullying and follow school policy and procedures on bullying.
- Actively create “safe spaces” for vulnerable children and young people.

Procedure	
Step 1a Self-referral by student verbally or via an incident report to Well-being Leaders	Step 1b Student personally approaches: Buddy/Peer Mentor Form Tutor Class Teacher Support Staff

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

	Other member of the school community
<p>Step 2</p> <p>Student meets with form/class teacher</p> <p>Discussion on the facts</p> <p>Suggested ways forward</p> <p>Short review time (about a week)</p>	<p>Step 3</p> <p>Designated adult - discussion/Interview with all parties</p> <p>Will use: suggested and agreed actions/strategies</p> <p>Parents informed</p> <p>Short term review</p>
<p>Step 4</p> <p>Senior member of staff</p> <p>Directs to a variety of help strategies delivered by 'trained' personnel eg.</p> <ul style="list-style-type: none"> • Restorative justice • Mediation/counselling • Anger management training & self help • Peer Mentor/Buddy support • External Agencies – Connexions, CAMHS, School Nurse • Circle of friends 	
<p>Step 5</p> <p>Headteacher and Chair of Governors and inform/seek advice from LA</p>	

5) Involvement of pupils / students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites primarily through the Parents Signposts outside the main entrance and the Conference Room as well as increasingly via our website and newsletters home.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

6) Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

7) Monitoring & review, policy into practice

We will review this Policy once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE (and previous DCSF*) and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

8) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

Pupil Friendly Version

Woodlands Meed Policy against Bullying	
<p>Every person at Woodlands Meed should be treated with respect.</p> <p>Nobody should be bullied.</p> <p>Bullying makes other people unhappy.</p> <p>Bullying happens when someone keeps picking on the same person. It could be:</p> <ul style="list-style-type: none">Name-callingCyber bullying online or in textsThreateningTaking money or possessionsHittingKickingAlways leaving a person out <p>Remember that bullies and victims come in all shapes and sizes.</p> <p>Woodlands Meed aims to be free of bullying. If we work together, we can make the school a place we can be proud of with no bullying.</p> <p>EVERYONE SHOULD FEEL SAFE AT SCHOOL</p> <p>How can we all help? Don't ignore any bullying you see. Be nice to the victims of bullying. ALWAYS tell an adult.</p> <p>(This could be a parent, any member of staff, family member or close friend)</p> <p>Woodlands Meed Staff will not ignore bullying and will always try to stop it happening.</p>	