



# Anti-Bullying Policy

## The Woodlands

**Approved by:** L Candler S Green

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# Rationale

Bullying is an anti-social behaviour which can affect staff and pupils and may result in mental, emotional and physical abuse. It is not acceptable and will not be tolerated at The Woodlands.

Every child and young person has the right to be safe and feel safe and to work in an environment of mutual trust and respect. All staff share the responsibility to safeguard and promote the welfare of all our pupils. We share an objective to help keep children and young people safe by providing an environment where they feel valued and respected, comfortable, relaxed and secure.

We recognise our responsibility to safeguard and promote the welfare of our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying. We are vigilant in identifying children and young people who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe both at home and in the education setting.

## Aims

- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Ensure children and young people are safe and feel safe
- Ensure that children and young people are growing up in circumstances consistent with the provision of safe and effective care
- Prevent the impairment of children and young people's health or development
- Ensure all children and young people have a right to be free from all forms of abuse and exploitation
- Ensure that all children and young people have equal rights to protection from harm
- Protect children and young people from maltreatment
- Ensure that everybody recognizes their responsibility to support the care and protection of children and young people in The Woodlands
- All management committee, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is and what they should do if bullying arises
- Pupils and parents are assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Scope of Policy

- Bullying of pupils by pupils within The Woodlands
- Bullying of and /or by pupils outside of The Woodlands, where The Woodlands is aware of it
- Bullying of staff by pupils within or outside The Woodlands

All allegations about bullying of pupils by staff will be dealt with in accordance with our procedures for reporting allegations – see Keeping Children Safe in Education 2023. Safeguarding including Child Protection/Whistleblowing policy.

This anti-bullying policy is linked with the following policies

- Safeguarding
- Child Protection
- Online Safety Policy
- Acceptable use policy

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

### Bullying can be:

<b>Emotional</b>	Excluding, tormenting, ridiculing, humiliating
<b>Physical</b>	Pushing, hitting, pinching and ANY form of violence
<b>Racist</b>	Taunts, graffiti, gestures
<b>Sexual</b>	Unwanted physical contact or sexually abusive comments
<b>Homophobic</b>	Because of or focusing on the issue of sexuality
<b>Verbal</b>	Name calling, sarcasm, spreading rumours, persistent teasing
<b>Cyber</b>	All areas of the internet misuse. Mobile phone threats. Misuse of technology
<b>Prejudice</b>	Because of religion, culture, disability, or because of shape, size or looks

## Guidelines

- Staff will discuss “What is Bullying” and The Woodlands policy with pupils and make sure that they know what to do if they are the victims of bullying.
- Pupil’s will be encouraged to share strategies to prevent bullying, e.g. a buddy system, a post box for concerns and suggestions
- All concerns will be taken seriously and investigated
- Staff will be alert to the signs of bullying
- Staff and pupils will be encouraged to report bullying
- Parents will be encouraged to report concerns regarding bullying and will be given procedures at pre-admission meeting.
- Staff will follow The Woodlands procedures in dealing with the person being bullied
- Staff will have strategies to help pupils who are bullying to understand and change their behaviour

## Steps for reporting Bullying

- Self-referral by pupil or concerned person
- Meeting with teacher or preferred person – discussion – way forward
- Discussion with all parties – records kept on CPOMs – parents informed
- Referred to Base Manager – detailed record kept on CPOMs – suggested actions/strategies followed
- Referral to external agencies

## Support

Pupils and staff who have been bullied will be supported by:

- Giving them opportunity to discuss the incident/s
- Giving reassurance that the bullying is being addressed
- Offering an open door for support to restore confidence
- The use of specialist support, if needed or requested

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why they became involved
- Understanding and discussing ways to improve and change their behaviour
- Working with parents to help change the attitude of the pupil
- The use of specialist interventions and referrals to other agencies where appropriate

## Sanctions

- Warnings
- Exclusion from certain areas of the building
- Confiscation of mobile phones – see mobile phone policy
- Minor fixed term exclusion
- Major fixed term exclusion
- Adjustment to placement

## Parents who are concerned about bullying

- Resolved through discussion with the Executive Headteacher / SLT
- If a parent is still unhappy after discussion, they may follow the formal complaints procedure
- Where the bullying takes place outside The Woodlands, parents will be asked to work together with staff in addressing their child's behaviour
- Referral of the family to external support agencies will be made where appropriate

## Preventative measures

- Effective Anti-Bullying policy
- Raise awareness through the curriculum, pastoral time, school council
- Schemes of work which develop empathy and emotional intelligence
- Participate in national and local initiatives
- Pupils actively involved in producing 'Code of Conduct'
- Displaying 'Code of Conduct' in classrooms and corridors
- Incidents treated seriously and dealt with immediately

## **The Executive Headteacher**

- Will be responsible in implementing the policy and will be the link person with the LA
- Will present an annual report to the Management Committee, with information regarding, reported concerns, pupils involved, actions taken and outcomes
- Review the Policy annually



## ANTI-BULLYING CONTRACT

**Pupil Name:** .....

The Woodlands does not tolerate bullying or intimidation of any kind

The following expectations must be accepted on entering The Woodlands:

1. I will treat all young people with respect
2. I will not ignore anyone I see been bullied; I will go for help straight away. *“Telling is OK”*
3. I will try to be nice to all young people, even if they are not my friends
4. I will not pick on other young people if they are different; “we are all different”
5. I will make new students feel welcome and help them settle in

Pupil’s signature: .....

Staff signature: .....