



ANTI BULLYING/ HARASSMENT POLICY

January 2019

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Statement of Intent

At The Academy of Woodlands we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell staff.

Objectives of this School Policy

For Directors, staff, pupils and parents to;

Work together to create a school community where it is known that bullying and harassment, including racism is not tolerated.

Have an understanding of what bullying is.

Know what the school policy is on bullying and how to follow it when bullying is reported

Know what they should do if they are aware of bullying behaviour.

Know that The Academy takes bullying seriously and be assured that they will be supported when bullying behaviour is reported.

Defining Bullying

Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else. It is a form of aggressive behaviour which is usually hurtful and deliberate. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate.

Bullying is the intentional, repetitive or persistent hurting of one person by another person, where the relationship involves an imbalance of power. It can take physical or verbal forms, be direct (face to face) or indirect (rumour spreading, exclusion, sending of text messages or emails) – Anti Bullying Alliance

Bullying can be:

Emotional – being unfriendly, laughing at someone, whispering, tormenting (eg. hiding books, spoiling work, threatening gestures)

Physical – pushing, hitting, kicking, taking or damaging belongings.

Verbal – name-calling, insulting, repeated teasing, racist remarks.

Indirect – spreading nasty rumours; excluding someone from social groups.

Bullying behaviour can be very subtle. Once a pupil or group of pupils has established a bullying relationship with another pupil or group of pupils, they may only have to look threateningly to reinforce their fearfulness.

Strategies for Prevention

Recognising those that may be vulnerable.

Children that may be at risk of being bullied can be those:

- New to a class or school
- Different in appearance, speech or background from other pupils
- Demonstrate 'entertaining' reactions when bullied eg. tantrums, loss of control or specific strong reactions to key words
- Suffer from low self esteem
- Are shy, nervous or anxious

At The Academy of Woodlands there are measures in place to help prevent incidents of bullying occurring:

Security camera system.

Appropriate training to help staff remain approachable and vigilant, looking out for potential incidents and significant changes in a child's behaviour eg. unwilling to go out to play, may feel ill in the morning, has become withdrawn, anxious or lacking in confidence, dinner money continuously 'lost', begins to do poorly in school, starts stammering etc.

Peer mediators; prefects; the playground buddy scheme.

Learning and behaviour mentor - one to one and group work; confidential anonymous mentor post box.

Circle time and PSHE lessons to discuss issues relevant to bullying including the role of the 'bystander' and equality issues.

The whole school community is consulted to help make the school a safe environment and the school policy is discussed, monitored and reviewed on a regular basis to ensure it remains effective at Directors, staff and PTA meetings. Pupil input is channelled through School Council and Anti bullying questionnaires.

There is a straight forward recording procedure in place so that patterns of bullying, persistent staff comments or parental feedback/complaints can be easily monitored.

The Academy of Woodlands seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LEA and relevant statutory/voluntary organisations where appropriate.

Responding to Bullying

What pupils should do:

- Seek help by telling an adult if they or someone else in school is being bullied.
- Speak to a prefect, peer mediator or playground buddy.
- Leave a message for the Mentor
- They can also reject bullying behaviour by not being a 'silent bystander'. They can say to the bullies what they are doing is unfair and to leave the victim/s alone.

What parents should do:

- Ensure children understand that bullying will not be tolerated at the Academy and that it is a 'telling' school.
- Work in partnership with the school on encouraging positive behaviour, valuing and respecting difference.
- Communicate to children that you trust the school and the staff to deal appropriately with incidents that arise which school are aware of and that they will keep you informed of outcomes within 24 hours.
- Be alert to and inform the school about any significant behaviour changes and signs of distress in their children.
- Tell a member of staff about any concerns about bullying or harassment.

What staff should do:

- Remain calm and in charge to reassure the people involved and so not to give the bully further control of the situation.
- Take action as quickly as possible.
- Think hard whether your action needs to be private or public, who are the pupils involved? Take a mental note of bystanders.
- Reassure the victim that all incidents and reports of bullying behaviour will be taken seriously and ensure that they do not feel inadequate or foolish. Make sure they know you are giving them your support.
- Investigate the incident or report.
- Make it clear to the bully that you do not dislike them, but that you disapprove of the behaviour and that bullying will not be tolerated.

- Encourage them to see the others point of view.
- Always ask the person who has been bullied what they feel a fitting punishment would be. Where possible use this so they feel they have some control of the situation. You may choose to point out to the bully how generous the other person has been to them.
- Explain clearly the punishment and why it is being given.
- After the incident/s has been investigated dealt with and recorded, monitor to ensure repeated bullying does not take place.

Minor incident – does not need to be taken further, advise all involved of the Academy’s policy make sure that they are aware that the incident will be recorded and monitored. Give a warning and if a punishment is appropriate consult with the victim of the bullying.

More serious or further incident - inform Headteacher or teacher in charge.

Tell the bully that a letter will be sent home advising their parents or guardians that: either, they will be excluded for a period of time, or, they will be excluded if this happens again.

If the latter is the case, give an opportunity to the victim to show leniency and ask them if they would prefer a letter not to be sent. Make it clear to them it is their choice. Also point out to all concerned, if there is a next time, the letter will be sent home automatically. If the victim decides they do not want a letter to be sent, point out to the bully what the victim is doing for them.

If the bullying occurs again the letter is to be sent immediately.

The Headteacher will inform both sets of parents that the incident has occurred and reassure them it has been dealt with and will not linger on.

Parents should allow the school to deal with any incidents or reports of incidents and trust that they will be dealt with sensitively. The school will report back to them within 24 hours (in line with other school policies)

Recording and involving others

Record reported incidents in the Academy’s Anti-bullying Monitoring Book. Log the incident, date, time, location, those involved, including bystanders and outcome.

Make other relevant adults aware of the logged information so they can keep an eye on the children and location.

Speak to relevant members of staff to discuss how to help the bully/bullies change their behaviour.

The Academy of Woodlands supports the school community, in identifying and dealing with bullying in an appropriate informed and consistent approach and will ensure that the ethos within the school allows pupils to feel that it is 'safe' to tell of bullying concerns and that they will be dealt with sensitively and effectively.

Policy reviewed: December 2018

Head Teacher: _____

The Academy of Woodlands Director: _____