



Anti-Bullying Policy



Date written: September 2023

Date of next review: September 2025

Member of Staff Responsible: S Campbell

Signed:

A handwritten signature in black ink, consisting of a stylized 'S' and 'C'.

(Chair of Governors) Date: 21/09/2023

DEFINITION

DFE Preventing and Tackling Bullying: Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

The ABA (Anti-Bullying Alliance): Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

OBJECTIVES & RESPONSIBILITIES

Policy objectives:

- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- This policy outlines what The Academy of Woodlands will do to prevent and tackle all forms of bullying.
- The Academy of Woodlands is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

It is the responsibility of:

- All stakeholders at The Academy of Woodlands to stand **TOGETHER** against bullying in all forms.
- The Headteacher to **COMMUNICATE** this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the Senior Leadership Team has been identified to take overall responsibility.
- School governors to take a lead role in monitoring the impact of this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to be **SELF-AWARE** and to abide by the policy.

BULLYING OR RELATIONAL CONFLICT?



Our STOP visual helps our children to understand what bullying is and how to respond

Several
Times
On
Purpose

Start
Telling
Other
People

Bullying or relational conflict?

- The below diagrams explain the key differences between relational conflict and bullying; this can support to make it clear when an incident is bullying and when it is not:



PREVENTION & EDUCATION OF BULLYING

- STOP boxes** are located in communal areas around the school where children can confidentially post a named concern and a member of the Senior Leadership Team will follow this up
- Worry boxes/worry monsters** are in every class and these are checked by the class teacher
- The whole school partakes in Anti-bullying week each year
- Anti-bullying assemblies are scheduled throughout the year
- The whole school delivers Relationship education as part of the Relationships and Sex Education curriculum
- The school PSHE curriculum teaches about relationships as well as British Values
- Lunchtime R&R (Reflect and reset) is a daily supportive space for children to discuss relational conflict and for staff to investigate matters
- The school uses Iris to record and monitor behaviours; members of the Senior Leadership team monitor Iris for patterns and repeated behaviours

OUR RESPONSE TO BULLYING

Bullying is recognised by The Academy of Woodlands as being a form of child-on-child abuse; children can abuse other children.

Abuse is abuse and it **should never be tolerated** or passed off as “banter”, “just having a laugh” or “part of growing up”.

We recognise that even if there are no reports of bullying, it **does not mean** it is not happening and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place

The following steps will be taken when dealing with any incidents of alleged bullying reported to the school:

- 1. If alleged bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- 2. The school will provide appropriate support for the person being bullied - making sure they are not at risk of immediate harm and involving them in any decision making, as appropriate.
- 3. The Designated Safeguarding Lead (DSL) and Headteacher will be informed of all alleged bullying concerns and this will be recorded on My Concern.
- 4. The Headteacher, DSL or another appropriate member of leadership team will investigate the alleged bullying, including interviewing all parties involved.
- 5. As the investigation proceeds, a clear and precise account of alleged bullying incidents will be recorded and logged by the school. This may be via Iris.
- 6. On the conclusion of the investigation into alleged bullying, a decision will be taken on whether this is or is not a confirmed case of bullying.
- 7. Appropriate sanctions and support will be implemented in consultation with all parties concerned.
- 8. The school will speak with and inform other staff members, where appropriate.
- 9. The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate, and in line with Safeguarding policy and confidentially.
- 10. If necessary, other agencies may be consulted or involved, for example the police, if a criminal offence has been committed, or social services support if a child is felt to be at risk of significant harm