





## Antibullying Policy

### Signatories

Head of School	Mrs C Brown	
Chair of Governors	Mr L Geary	

### Review

Dated	September 2025
Next review	September 2027

This policy is available on our school website and is available on request from the school office.

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## 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

- 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.

## Responsibilities

- 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 partake 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.

Commented [CB1]: School governors to partake in monitoring

This Anti-Bullying Policy links to the following other policies we hold in school and as part of the Rivermead Inclusive Trust:

### Anti-discrimination Policy

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=661&type=pdf>

### CCTV policy

[https://www.rivermeadinclusivetrust.co.uk/tws\\_downloads/20231211-110113\\_cctv\\_policy.pdf](https://www.rivermeadinclusivetrust.co.uk/tws_downloads/20231211-110113_cctv_policy.pdf)

### Child Friendly Safeguarding Policy

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=424&type=pdf>

### Child on child abuse policy

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=437&type=pdf>

### Equality information and Objectives

[20240515-135838\\_equality\\_information\\_and\\_objectives.docx](20240515-135838_equality_information_and_objectives.docx) (live.com)

**Exclusion Policy**

[https://www.rivermeadinclusivetrust.co.uk/tws\\_downloads/20240304-135735\\_exclusions\\_policy.pdf](https://www.rivermeadinclusivetrust.co.uk/tws_downloads/20240304-135735_exclusions_policy.pdf)

**Health and Safety Policy**

[https://www.rivermeadinclusivetrust.co.uk/tws\\_downloads/20231211-115826\\_health\\_and\\_safety\\_policy.pdf](https://www.rivermeadinclusivetrust.co.uk/tws_downloads/20231211-115826_health_and_safety_policy.pdf)

**Online Safety Policy**

<https://www.rivermeadinclusivetrust.co.uk/TWSDownloadManager/13/346/online-safety-policy>

**Positive Behaviour and Relationship Policy**

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=513&type=pdf>

**Positive Handling Policy**

<https://www.rivermeadinclusivetrust.co.uk/TWSDownloadManager/13/407/positive-handling-policy>

**Privacy Policy**

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=324&type=pdf>

**Relationships and Sex Education Policy**

[download.asp \(theacademyofwoodlands.co.uk\)](https://www.theacademyofwoodlands.co.uk/attachments/download.asp)

**Safeguarding Policy**

[download.asp \(theacademyofwoodlands.co.uk\)](https://www.theacademyofwoodlands.co.uk/attachments/download.asp)

**Searching and Confiscation Policy**

[https://www.rivermeadinclusivetrust.co.uk/tws\\_downloads/20221212-125548\\_searching\\_and\\_confiscation\\_policy.pdf](https://www.rivermeadinclusivetrust.co.uk/tws_downloads/20221212-125548_searching_and_confiscation_policy.pdf)

**SEND Policy**

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=324&type=pdf>

**Staff Code of Conduct**

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=494&type=pdf>

**Teaching and Learning**

<https://www.rivermeadinclusivetrust.co.uk/TWSDownloadManager/13/392/teaching-and-learning-policy>

**Trust Relationship and Behaviour Policy**

<https://www.rivermeadinclusivetrust.co.uk/TWSDownloadManager/13/443/trust-relationship-and-behaviour-policy-overview>

**WASPS Terms and Conditions**

<https://www.theacademyofwoodlands.co.uk/attachments/download.asp?file=452&type=pdf>

### Distinguishing between bullying or relational conflict

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

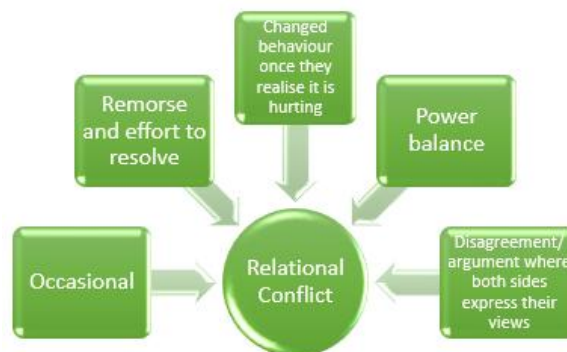


Several  
Times  
On

Start  
Telling  
Other

### 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 and 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.
- Our child-friendly policy is used to educate our children about bullying and our response to bullying.
- 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
- We prioritise the character development of our children and drive this through our school values-

**R**esilience **E**mpathy **S**elf-aware **P**ride **E**xcellence **C**ommunication  
**T**ogetherness

- 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:

- 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.
- 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.
- The Designated Safeguarding Lead (DSL) and Head of School will be informed of all alleged bullying concerns and this will be recorded on My Concern.
- The Head of School, DSL or another appropriate member of leadership team will investigate the alleged bullying, including interviewing all parties involved.

- 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.
- As the investigation proceeds, if it is found that the incident is categorised as discrimination, then the anti-discrimination flowchart will be used to inform sanctions and the support implemented (pictured).
- 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.
- Appropriate sanctions and support will be implemented in consultation with all parties concerned.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate, and in line with safeguarding policy.
- 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

## Appendices

Anti-discrimination response levels.

