

Woodhouse Academy

Anti-bullying Policy

Reviewed: Autumn 2017

To be reviewed: Autumn 2019

Aims and objectives

The aims and objectives of Woodhouse Academy in formulating this statement are:

- To reduce and eradicate, instances in which pupils are subjected to bullying in any form;
- To establish appropriate means of providing after-care should an incident of bullying occur;
- To ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it.

Policy development and review

Stakeholders are involved in the development and review of this policy. It has been created to comply with: The Children's Act 1989, The Education and Inspection Act 2006, and The Equality Act 2010. It should be read in conjunction with the following policies: Safeguarding Policy, E-safety Policy, Equality Policy, Behaviour & Rewards Policy and the SEN Policy.

Evaluation Procedures

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance:

- Variations in number of reported incidents over a given period;
- Individual incident returns, including nil returns within given periods for different age groups;
- Variations in number of pupil absences, including post-registration absence, as an indicator of bullying.

Action to combat bullying

Woodhouse Academy will establish and maintain the following activities to combat bullying behaviour:

- Anti-bullying as a named responsibility of the Assistant Principal – Pastoral;
- A record through which all incidents are collated, periodically reviewed and reported in appropriate quarters;
- Communication of the policy and its periodic update, in order to ensure that staff, pupils, parents and governors are continuously aware of the policy and also of their individual responsibilities;
- Examination of preventative measures such as alteration to the school environment, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring;
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner;
- Appropriate pupil forums in order that current issues with regard to bullying can be discussed on a regular basis.

Specific implementation

The school will take the following steps to deal with incidents:

- If bullying is suspected or reported a clear account of the incident will be recorded and given to the Key Stage lead in the first place;

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- An appropriate teacher will interview all concerned and will record the incident.
- The situation will be monitored to ensure further bullying is identified and dealt with, should it re-occur; continued bullying may lead to fixed term and ultimately permanent exclusions.
- Parents will be kept informed; restorative techniques such as mediation or class conferences may be used.
- Consequences will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- Offering immediate support to discuss the experience with a form tutor or member of staff of their choice;
- Reassuring the pupil;
- Offering continuous support;
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened;
- Discovering why the pupil became involved;
- Establishing the wrongdoing and need to change;
- Working with parents or guardians to help change the attitude of the pupil.

Within the curriculum, the school will raise the awareness of the nature of bullying and how to develop and maintain healthy relationships through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Circle time is used in KS2 & KS3.

Individual Responsibilities

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to:

- Report all incidents of bullying as soon as they happen;
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report;
- Adhere to and promote the aims and objectives of this statement;
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

Parents too can play a vital role by:

- Stressing to pupils the importance of sociable behaviour;
- Reporting immediately any misgivings they have concerning bullying;
- Actively endorsing and supporting the Anti-Bullying Policy;
- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully.

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Definition, methods and practices

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Types

- Physical (hitting, kicking, theft);
- Verbal (name calling, racist remarks);
- Indirect (spreading rumours, excluding someone from social groups);
- Cyber bullying (bullying by use of mobile phones and/or the internet especially chat rooms).

Practices

It is important to recognise that bullying can take place between pupils, between pupils and staff, or between staff. It can involve individuals or groups and be face-to-face, indirect and use a range of cyber- bullying methods.

The values and beliefs underlying this policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it;
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks;
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups;
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.