



## Anti-Bullying Policy

### **Related policies/documents:**

Acceptable Users (includes internet safety)  
Allegations of Abuse Against Staff Policy  
Behaviour Policy  
Child Protection (Safeguarding) Policy  
Disability Equality Policy  
Health and Safety Policy and Risk Assessments  
Single Central Register of recruiting and vetting checks  
Use of Physical Intervention Policy

### **What is Bullying?**

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

The three main types of bullying are:

Physical (hitting, kicking, theft)  
Verbal (name calling, racist remarks)  
Indirect (spreading rumours, excluding someone from social groups)

At Woodside School we aim to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. At Woodside School we believe that children will be able to fully benefit from the opportunities available at school when all issues of bullying are addressed. Woodside School has a zero tolerance approach to bullying. This does not mean that incidents of bullying will never occur; what it does mean is that staff will be alert to signs of bullying and challenge all behaviour which may lead to or result in bullying.

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Children will be encouraged to report bullying in school to an adult which may be the child's teacher or member of the school support staff. School staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

### **Statutory duty of schools**

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and students.

### **Implementation**

Anti Bullying Policy

The following steps will be taken when dealing with incidents:

### **School**

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the appropriate adult responsible, which in the first instance is the child's teacher.
- The teacher will interview all concerned and will record the incident.
- The bullying incident will be reported to the Head Teacher.
- Consequences/sanctions will be used as appropriate and in consultation with all parties concerned (see Behaviour Policy for details of consequences/sanctions levels).
- Parents of the child who has been bullied and the parents of the child who has bullied will be informed by the school.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Personal, Social, Health and Citizenship Education (PSHCE), circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

The school makes a range of literature available for children to raise awareness of bullying and how to tackle bullying in school.

### **Children**

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher, or member of staff of their choice.
- Reassuring the child, offering continuous support or counselling as appropriate.
- Restoring self-esteem and confidence.
- Being encouraged to keep a regular record/diary of all incidents of bullying that occur.
- Being reminded about our 'Worry Box'
- Being reminded that Mrs Matthews offers a lunchtime chat session

Children who have bullied will be helped by:

- Discussing what happened.
- Discovering why the child became involved.
- Establishing the wrong doing and need to change.
- Meeting with parents to help change the attitude and behaviour of the child.
- Implementing appropriate disciplinary consequences/sanctions which may include: informal warnings, behaviour contracts/target programmes, fixed term exclusions and in extreme cases, permanent exclusion.

### **Monitoring, evaluation and review**

This policy should be read in conjunction with the Behaviour Policy. It will be reviewed annually by the Governor's Curriculum and Standards Committee, to assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

### **Equality Statement**

The school recognises that it has to make special efforts to ensure that all groups prosper, including those with special educational needs; who have difficulties accessing the school's or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or in adequate home study space; who experience bullying, harassment or social exclusion; with low parental support or different parent expectations; with emotional, mental and physical well being needs; who exhibit challenging behaviour; who come from ethnic minority groups including travellers, refugees and asylum seekers.

Date this policy was adopted \_\_\_\_\_

Signed by Chair of Curriculum and Standards committee \_\_\_\_\_

Review date \_\_\_\_\_