

Woodseaves CE Academy

Anti-Bullying Policy

Statement of Intent

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

- To reduce and eradicate wherever possible 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

Definition

Woodseaves CE Academy is committed to working with other schools in the West Stafford MAT, and together we have produced the following statement:

- Bullying is defined as deliberately hurtful behaviour, repeated over a period of time.
- Bullying can hurt other children both physically and/or emotionally.
- All schools in WSMAT work individually and together to produce a safe and secure environment for both children and adults.
- **Bullying is wrong and will not be tolerated in any of West Stafford Multi-Academy Trust Schools**
- A 'fall out with friends' is common and is not always bullying.

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, whatever their race, gender, age, disability in line with the Equal Opportunities Policy
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour

Persons covered by this Policy

All pupils, staff and visitors whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter.

Action to Combat Bullying

Among the activities which the school will establish and maintain in an effort to combat bullying are:

- The range of rewards and sanctions outlined in the school behaviour and discipline policy, including the methods of acknowledging good behaviour
- Pupils other than those immediately involved may be asked to share in the responsibility of resolving a bullying incident and share the responsibility of helping to resolve it
- The school is active in encouraging children to develop strategies through its PSHE scheme of work and the values it promotes
- The establishment of a record through which all major incidents are collated and periodically reviewed and reported in appropriate quarters
- Communication of the Policy and its periodic updating in order to ensure that staff, pupils, parents and governors are continually aware of the Policy and also their individual responsibilities
- Examination of preventative measures such as alteration to the school environment, procedures and practises, 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

Individual responsibilities

It is important that everyone recognises the difficulties which may be encountered in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard:

All staff, pupils, parents and visitors are expected to:

- Report all incidents of bullying
- Act in a respectful and supportive manner to their fellow pupils/staff, 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 others

The school will:

- Follow up on any reported cases of bullying, gather evidence from all sides but ensure that all victims of bullying are listened to.
- Record all incidents of bullying and ensure there is a review period to check that the bullying does not re-occur
- Inform the parents of all children involved
- Decide on appropriate sanctions for the bully in liaison with parents

Parents, too, can play a vital role by:

- Stressing to pupils the importance of sociable behaviour
- Reporting any concerns they have regarding bullying so that the school can deal with it in accordance with this policy
- Actively endorsing and supporting the Anti-bullying Policy
- Noting that it is never appropriate to use physical violence against, or in any other way to seek to bully, a bully

E-Safety

Many of our pupils will use mobile phones and computers at some time. They are a source of fun, entertainment, communication and education. However, we know that some men, women and young people will use these technologies to harm children. The harm might range from sending hurtful or abusive texts and emails, to enticing children to engage in sexually harmful conversations, webcam photography or face-to-face meetings. The school's e-safety policy explains how we try to keep pupils safe in school. Cyber-bullying by pupils, via texts and emails, will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures.

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

Policy Ownership and Responsibilities

This Policy will be considered to be working document. As such, it will be periodically updated and reviewed.

Ultimate responsibility for its introduction and implementation will rest with the Head Teacher, who will consult with the Local Governing Body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this Policy.

Our ultimate aim is to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.