



# ANTI BULLYING POLICY

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Approved By:	Walton Hall Academy
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Review Interval:	3 years

***Nurture, Grow, Flourish***

## Our Approach to Bullying

Bullying both verbal and physical will not be tolerated in this academy. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the academy community. Bullying can take place between student, between student and staff or between staff. It can involve individuals or groups and be face to face, indirect or use a range of cyber bullying methods.

There are potential vulnerabilities in particular groups of students, for example, students with special needs, looked after students, students from minority ethnic backgrounds, students with disabilities and traveller students.

In our academy students have a right to feel welcome, safe and happy. In our academy we will not tolerate any unkind actions or remarks even if these were not intended to hurt. Bullying is deliberately hurtful behaviour that is repeated often over a period, making it difficult for the person concerned to defend themselves.

### Bullying can take many different forms, for example:

**Physical** – for instance, hitting, kicking, taking belongings

**Verbal** – for instance, name calling, insulting or racist remarks

**Indirect** – for instance, spreading unpleasant stories about someone, excluding someone from social groups

**Cyber**– for instance, using technology to facilitate bullying e.g. text messages, e-mail and social networking websites

**Emotional** – For instance, ignoring or excluding from a group, putting down or belittle.

**Homophobic** – For instance, targeting someone because of their sexuality Although resolving conflict by resorting to fighting is not acceptable, it is not bullying if two students of similar power and strength fight or quarrel.

## Aims

- we aim to prevent bullying at Walton Hall Academy
- we aim to raise student' awareness of bullying behaviour and the anti-bullying policy and the anti-bullying pledge
- we aim to reduce bullying by including proactive programmes within the curriculum
- we aim to challenge attitudes about bullying behaviour, increase understanding for bullied student and help build an anti-bullying ethos in the school
- we aim to improve the play facilities so that we provide an interesting and stimulating environment for student alongside quiet seating areas that can be easily supervised.

## Reporting Bullying

**Students** can report bullying of themselves or someone else in the following ways:

- Speaking to their Teacher/Teacher Assistant
- Member of the Senior Leadership Team
- Speaking to the Behaviour Support Officer
- Contact the Welfare Team.
- Speaking to the Designated (or Deputy) Safeguarding Lead
- Importantly, students are reminded that they can speak to **any** member of staff in school they trust
- Speaking to your parent and asking them to pass on the information to the school.

## Investigation

The investigation into the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include the Behaviour Support Officer, Principal, Vice Principal, Assistant Principal, Assistant Principal Pastoral or may include external agencies such as the Police.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated

## Outcomes

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include support from the wellbeing team or in more extreme cases, referral to external agencies such as CAMHS.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. Permanent exclusion where it is deemed bullying has been extreme and particularly damaging.
- Parents of those bullied and bullying will be notified of the outcomes of the investigation.

- A 'Repair and Restore' meeting will be set up to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by trained staff and/or students.

### Policy Review Information

Date	Details of change or review	Ratification Date
06/11/2024	Reviewed	08/05/2025

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**Pupil &  
people  
centred**

**Act with  
integrity**

**Be  
innovative**

**Be best  
in class**

**Be  
accountable**