



Anti-Bullying Policy

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(Behaviour and Attitudes)

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Shaw
Education
Trust

Contents

At Woodhey High School our vision is:	3
Anti-Bullying Policy	4
Rationale	4
Aims	4
The links between safeguarding and bullying.....	4
Bullying and vulnerable students.....	5
Definition of bullying.....	5
Forms of bullying.....	5
Bullying by members of staff	5
Strategies to reduce bullying	6
Responsibilities	6
Procedures for students.....	7
Complaints from parents and carers	8
Other resources for students and parents and carers.....	8
Monitoring and Review.....	8



At Woodhey High School our vision is:

To be a centre of excellence, where students, staff and the community are proud to work together to broaden our horizons, exceed our aspirations and where everyone achieves their full potential.

#TeamWoodhey

At Woodhey High School, we have two key values that drive our actions, our choices, and our decisions.

These are:

Respect

We treat everyone as we wish to be treated ourselves; we are all part of the same team

Excellence

We strive to be the best we can be at all times; nothing but the best is good enough for us

Underpinning our values are two clear expectations.

These are:

Respect every member of staff and student in our community, following all instructions without answering back

Being excellent by being prepared for, and completing all work to the best of our ability without distracting others

We are a team made up of our staff, our students, our parents and carers, and our wider community. Our vision, values and expectations apply to all of our community.

Teamwork is the secret that makes common people achieve uncommon results (Ifeyanyi Enoch Onuoha)

#TeamWoodhey



Anti-Bullying Policy

Rationale

At Woodhey High School, we are of the firm belief that every young person in school deserves the best possible start in life; to be brought up in a safe, happy, healthy and secure environment; to be consulted, listened to and heard; to be supported as they develop into adulthood and maturity.

All staff, students, parents and carers are aware of the negative effects that bullying can have on individuals and the school in general and should work towards ensuring that students can learn in an environment without fear. They understand there is a need to be constantly vigilant to eliminate any instances of behaviour that is upsetting or otherwise stressful to any person within the school environment.

Bullying is unacceptable in school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school. The school will do what is reasonable and practicable to eliminate any such bullying.

This policy is closely linked to the School's Behaviour Policy and Safeguarding and Child Protection Policy. Its main purpose is to clearly define the school's stance in relation to bullying and to provide a framework that enables all staff to take a fair and consistent approach when dealing with instances of bullying.

Aims

- To promote the safety of all groups of students
- To raise the profile of bullying and its effect on young people's emotional health, well-being, life chances and achievement.
- To take measures to prevent all forms of bullying as per our definition and ensure everyone knows how to address bullying effectively.
- To promote an environment where it is the right thing to do to tell someone about bullying.
- To promote respectful, honest, positive and independent attitudes in students
- To promote a consistent approach to bullying for all members of staff.
- To involve parents, carers and young people in developing policies; implementing anti-bullying strategies and in the review procedure.
- To celebrate diversity and be responsive to individual needs.

The links between safeguarding and bullying

Although bullying is not a specific criminal offence in the UK it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, under the Protection of Harassment Act 1997, Malicious communications Act 1988 and the Public Order Act 1987. If staff feel that an offence may have been committed, they should seek assistance from the Designated Safeguarding Lead who may then liaise with the police if appropriate.

All staff should be aware that safeguarding issues can manifest themselves via child-on-child abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender-based violence/sexual assaults and sexting. Staff should be clear as to the school policy and procedures with regards to child-on-child abuse.



Bullying and vulnerable students

Woodhey High School acknowledges that bullying may lead to a child experiencing a social, emotional, or mental health difficulty and will provide support for the student in order to ensure they feel safe, valued and are able to access school. School counselling will be implemented to support the student if they wish to access this service.

Definition of bullying

Bullying is the repeated act of intentionally causing harm to others, through verbal harassment, physical assault, or other more subtle methods of coercion where it is difficult for those being bullied to defend themselves. It involves aggression (deliberate) and unequal power relationships; and it results in persistent pain and distress.

Forms of bullying

- Violent behaviour or assault
- Name calling
- Coercion into actions contrary to the wishes of the victim(s)
- Teasing
- Intimidation
- Pushing, pinching etc.
- Damage to school work or equipment belonging to someone else
- Offensive comments and spreading rumours
- Excluding people from groups or activities
- Cyberbullying i.e. social networking sites and apps, mobile phones
- Racist bullying
- Homophobic and transphobic bullying
- Gender bullying
- SEN/Disability bullying

It is important that one person's good-natured teasing may, to another person be unkind and even cruel. Students are taught through the Form Tutor System, Year Team Assemblies and our School Respect Curriculum to recognise the difference between teasing and bullying.

It is not necessarily the way that behaviour is intended, but the way it is received that is important in tackling instances of bullying.

In line with our school's Behaviour Policy, all staff and students are committed to our core values of Respect and Excellence. Treating others as we would wish to be treated. These values and the underpinning behaviour standards apply not only in the classroom but around the school and within the wider community. Students recognise that whilst they are in school uniform, be it on or off-site that they are ambassadors for the school, and they are therefore accountable for their behaviour. Members of the Senior Leadership Team will endeavour to support this by monitoring and supporting good behaviour within the community.

It is understood that children can both bully and be bullied at the same time. Individuals may resort to bullying for a range of reasons and the school will seek to support the bully as well as the bullied.

Bullying by members of staff

Staff must remain aware of the way their own behaviour is received and take care not to bully



learners or other members of staff. Forms of bullying may include:

- Teasing students about physical features or characteristics that they have little or no control over.
- Inappropriate displays of bad temper.
- Ridiculing the work of a student in front of others.
- Showing inconsistency in the way punishments or rewards are applied.
- Physically intimidating students.
- Belittling the actions or work of other members of staff.
- Criticising colleagues in ways that are not constructive or unnecessarily personal.
- Inappropriate actions taken outside school via social networking sites.

Strategies to reduce bullying

Preventative Strategies

- Anti-bullying education embedded within the Respect Curriculum.
- Directors of Faculty are responsible for introducing anti-bullying material in their schemes of learning where appropriate.
- Form Tutors are to raise anti-bullying awareness as part of the Respect Curriculum..
- Directors of Progress and SLT links to lead assemblies on forms of bullying.
- Membership of the Anti-Bullying Alliance.
- Participation in Anti-Bullying week as organised by the Anti-Bullying Alliance.
- Assistant Headteacher (Personal Development) to keep up to date with new legislation via the local advisor.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

Intervention Strategies

- Restorative Justice meetings, as agreed with students.
- Use of conferencing and the LEAF (Listen; Effects; Amends; Follow-up) approach to support both the victim and the perpetrator in finding solution-focused responses to bullying.
- Assistant Headteacher (Personal Development) to seek support from external agencies such as CAHMS where appropriate.

Responsibilities

Academy Council

The nominated Academy Councillor for Safeguarding will as a critical friend around advocacy of the anti-bullying policy:

- Liaise with the Headteacher and the Designated Safeguarding Lead over all anti-bullying strategies and individual cases where appropriate.
- Review the effectiveness of the policy on an annual basis along with the Headteacher and Designated Safeguarding Lead.



Headteacher

The Headteacher has a legal duty to draw up procedures to prevent bullying among students. They will:

- Ensure that all staff are aware of the procedures and are consulted both in the development of strategies and in the review process.
- Provide training to staff where necessary as part of the school's CPD programme.

Designated Safeguarding Lead

The Designated Safeguarding Lead will:

- Be responsible for the day-to-day management of the policy and systems ensuring that positive strategies are in place for both the bullied and bullies.
- Keep the Headteacher, the nominated Academy Councillor and all relevant staff informed of incidents and outcomes.
- Provide a termly report on the number of bullying incidences and the effectiveness of the Policy.
- Determine how best to involve parents and carers and outside agencies.
- Ensure all procedures are followed by staff and any cases of bullying and discrimination are recorded on CPOMS.

Director of Progress

The Director of Progress will:

- Ensure that reports of bullying are taken seriously and dealt with in a sensitive and effective manner. Actions should also be recorded on CPOMS. Supporting accounts to be uploaded to the record.
- Be responsible for ensuring that the school's positive strategies are put into practice.
- Lead assemblies to raise anti-bullying awareness.

All staff (including support staff)

All staff (including support staff) will:

- Know the policy and procedures.
- Be observant and ask students what is happening to them.
- Deal with incidents according to this policy.
- Never let any incident of bullying pass by unreported, whether on or off site. This includes any incident where a learner reports any form of cyberbullying.
- Support the Respect Curriculum including: PSHE, Safeguarding, Behaviour and RSE programmes.
- Support events during Anti-Bullying week.

Procedures for students

All staff are to ensure that students feel confident that their problem will be heard and that their views will be considered. Staff have access to the anti-bullying standard operating procedures, which are displayed in every classroom. It is important that students know:

WHO TO REPORT TO: any member of staff within the school. They will ensure that the appropriate Director of Progress is informed via CPOMS of the investigation and they in turn will report back to the Senior Leadership Team link. Students can also report any concerns to safeguarding@woodhey.set.org email account and the online reporting form, which can be found



on the Safeguarding page on the website.

HOW TO REPORT AN INCIDENT: Students can talk to any member of staff. Parents, carers and students have access to the safeguarding@woodhey.set.org email account and the online reporting form, which are checked daily by the Designated Safeguarding Lead and the Deputy Designated Safeguarding Lead.

WHERE AND WHEN: Students can report incidences to their Form Tutor during registration or to Pastoral Mentors at break times or lunchtimes. Students may also come directly to the Directors of Progress' offices or the Senior Leadership Team link's office to report cases of bullying.

Students will be asked to write witness accounts and should be supported to be as truthful as they can. Staff should be sensitive towards students as this can be a difficult process.

Complaints from parents and carers

If a parent or carer reports a case of bullying, all staff should report this directly to the Director of Progress who will begin the investigation.

Where there are complaints about the implementation of this policy, parents and carers should follow the Compliments and Complaints Policy, found on the school website.

Other resources for students and parents and carers

The following websites and contact details provide further useful support for all stakeholders.

www.anti-bullyingalliance.org.uk

www.beatbullying.org

www.luckyduck.co.uk

www.childline.org.uk-08001111

Monitoring and Review

An annual review of the Anti-bullying Policy is required. As part of the continuing review process, Woodhey High School is committed to the following:

- The Designated Safeguarding Lead will provide a report on the number of incidences and the effectiveness of the policy to the Headteacher and nominated Academy Councillor.
- The report will analyse the number and types of incidents.
- The Shaw Education Trust questionnaires for students will be carried out and reviewed to ensure students' views are heard and the effectiveness of the policy is considered.

