Woodsetton School

Anti-Bullying Policy

This policy was reviewed and updated in October 2026

The next anticipated review date will be September 2027

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In preparation for the review of the policy we have asked the pupils how they saw 'bullying' and what it meant to them. For some pupils these questions were too demanding, and they were adapted. We wanted to review our policy to make it appropriate for our children at Woodsetton. Their answers guided our work. Here are a few examples of words used and answers:

'Constantly picked on over and over again, unkind words, unkind hands. Bullying is anything that makes you feel sad or scared'.

Pupil in *Butterfly Class*.

'Bullying is a bad choice'.

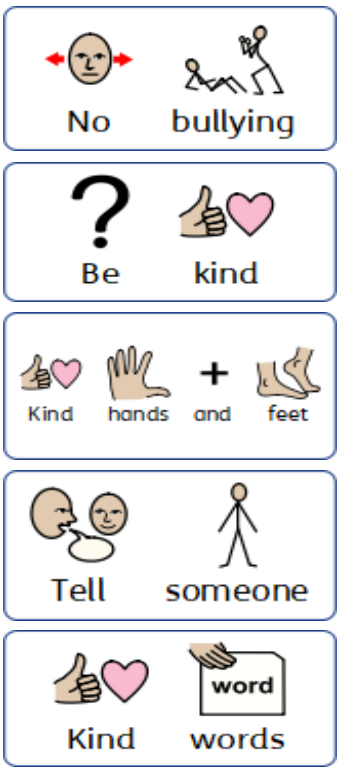
Pupil in *Frog Class*.

'Bullying is when they are being mean, they are pushing and hurting people'.

Pupil in *Squirrel Class*.

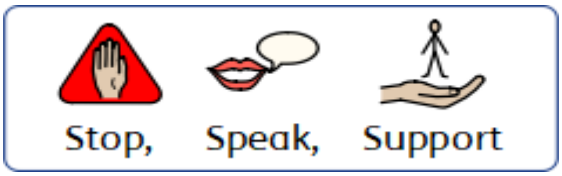
'I help people to make sure they don't get bullied. I tell a teacher and they make it stop. It's bad to be a bully'.

Anti-Bullying Ambassador



We endorse the STOP, SPEAK, SUPPORT campaign led by the NSPCC.

We work with these definitions and present them in an understandable way to the pupils.



We are committed to promoting resilience and positive wellbeing for all our pupils and staff. We understand wellbeing as a state of being safe, comfortable and happy. We drive the message forward that mental health is 'everyone's business' across the whole school community. We aim to provide excellent mental health understanding, support and intervention and firmly believe that if pupils feel good about themselves, they are able to more readily respect and care for others.



Woodsetton Anti-Bullying Ambassadors are a group of staff and pupils that meet every few weeks to discuss how we can promote a safe school environment for everyone. Our Ambassadors will be organising regular special events and leading whole assemblies to raise the profile of the importance of friendship, tolerance, anti-bullying and acts of kindness during this forthcoming academic year.

Principles

The school accepts the following principles with regard to bullying:

- All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.
- There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, and ability are absolutely repudiated as reasons for bullying.
- Bullying behaviour is a problem for both the perpetrator and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the perpetrator and victim alike.
- Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and to provide staff with advice, training and the support necessary to manage it with confidence.
- Information about the school's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

Aims

The aims of the school through the implementation of this policy are:

- To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers, the school's zero tolerance attitude towards bullying behaviour.
- To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole school policy and procedures.
- To reassure parents and carers that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.

What is Bullying?

Bullying is threatening or dominating behaviour towards another person with the calculated intention to hurt or frighten them physically, emotionally or psychologically. It is usually, but not always, repetitive.

Bullying can also take place in the 'virtual world' of the internet and through social media such as texts and online chatrooms – in all cases it should be reported. E–Safety is very important to our young people. It can involve repeated hurtful comments, sharing personal information and/or practices including 'upskirting' which involves taking pictures under a person's clothing without them knowing.

It involves 'the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power'. [Anti-bullying Alliance]

Cyber-bulling: The use of information and communication technology, particularly mobile phones and the internet, deliberately to continuously upset someone else.

Child-on-child bullying/abuse: This can take many forms and need not be physical, but emotional.

At Woodsetton School we believe pupils have the right to receive their education free from such humiliation, oppression and abuse.

As a pupil – what can you do if you are bullied?

Beating Bullying Together.

If you think you are being bullied it is important that you tell someone. The school actively discourages bullying of any kind e.g. name-calling, pushing, prodding, making threats, excluding others from play and conversations, making fun of, and the taking of property belonging to, other people.

If you think you are being bullied you should:

- Tell a person you trust – a teacher, a teaching assistant, adult helper or a parent.
- Believe that it will be resolved and sorted out so that it should not happen again.
- Believe it is a good thing to tell someone else.
- Tell yourself you do not deserve to be bullied and act as confidently as you can.
- Keep with your friends. Do your best to ignore the bully.
- Keep in busy places in school, where there are many people about, at least until it is sorted out.

Bullies rely on their victims being afraid to tell adults – this is how they 'get away with it' so easily sometimes. As soon as adults are told, the situation always changes. You must be prepared to talk about what is happening and why. In most cases the problem is resolved, and everyone feels happier.

Bullying or the threatening of other pupils is extremely serious and may result in exclusion from the school. Some incidents of bullying can lead to criminal prosecution through the courts.

As Parents/Carers

Beating bullying together:

- Honesty, Openness, Involvement
- All parties must be involved and state clearly what is being done and why. Talk about what is happening.
- Pupils, parents and staff need to be aware of the school's policy.
- Adopt a calm atmosphere and a common desire. Do not drive the problem underground.
- Schools which adopt positive policies are better schools for all pupils.
- An already happy and vibrant school has a greater awareness of all problems.
- Do not tell your child to resort to physical violence themselves as this can often make the situation worse - your child will feel under pressure to do as they are told and they may get hurt.

Signs and effects

This is not easy to define and anyone can become a victim. It is a difficult problem, which is not always easy to solve.

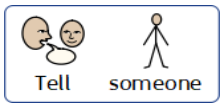
- Bullies try to emphasise a difference in a derogatory way. It may be skin colour, community background, gender, gender realignment, accent, disability, clothes, religion, sexual orientation, and/or geographical. This list is not meant to be exhaustive.
- Bullies enjoy power and the drawing together of a group.
- Victims can feel powerless.
- Families become frustrated.
- Anger is a natural emotion. Those involved have a right to feel angry.
- There is no fool proof way of knowing that a child is being bullied. Look for unexplained illnesses, school phobia, general unhappiness, reluctance to attend, and/or lateness.
- Lack of, or new friendship groups. In fact, any change in pattern.
- It may be others who notice first, such as dinner supervisors, cleaners, support workers, neighbours and so on.

What can be done about it?

- A clear case must be shown, so victims must tell the whole story.
- Tell an adult at the school, speak to a teacher, and work with a teacher. Be patient. Do not rush to confront the parents of a child who may be bullying or the child you feel is to 'blame.'
- Establishing facts can take a long time and may not always be possible. This cannot be done by one person alone. It may involve class teachers, the Executive Headteacher, deputy headteacher or a teacher/classroom assistant.
- Positive actions are needed. Negative actions drive the problem underground.
- Telling a child to hit back seldom works and could lead to your child getting hurt.
- There can be a very good reason why the school may use strategies other than punishment to deal with bullying. Punishment alone will not solve the problems.
- Bullies may also need help. They may also be victims (but nevertheless this doesn't make bullying acceptable).

As a school we will:-

- Provide opportunities to discuss aspects of bullying and the appropriate way to behave towards each other through PSHE lessons and sessions such as circle time.
- Work alongside our Anti-Bullying Ambassadors to promote a safe school environment for pupils, staff and other stakeholders.
- Endeavour to deal quickly, firmly and fairly with any complaints of bullying, contacting parents/carers where necessary.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards one another.
- Encourage pupils to treat everyone with respect.
- Treat bullying as a serious offence and take every possible action to eradicate it.
- Restorative justice can allow the victim to be heard and the bully to face up to what they have done.



Action to be taken when bullying is suspected - REPORT IT

There is always someone you can talk to. We take bullying very seriously and therefore the person with overall responsibility to prevent bullying or deal with concerns is:

The Ascent Trust CEO, Mr D. Stanton

The Deputy Head teacher, Mr M. Halliday

and The Designated Safeguarding Lead: Mrs S. Allen (Head teacher)

DDSL: Mrs M Halliday, Mrs R Gibbons, Mrs N Morris & Mrs E Lampitt

All incidents of proven bullying will be reported to the Governors of the school in a termly report written by the Executive Headteacher.

If bullying is suspected, we will talk to the victim, the bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as appropriate to both the victim(s) and the pupil who is bullying. (This may include using older pupils as ambassadors, mediators or mentors in dealing with bullies).

We support the victims in the following ways:-

- By offering them an immediate opportunity to talk about the experience with their class teacher, another teacher, classroom assistant or another person if they choose.
- Informing the victims' parents/carers.
- By offering continuing support when they feel they need it.
- Arranging for them to have a "safe place" throughout the school day if needed.
- By taking action to prevent further bullying.
- In some instances, advising victims how to manage relationships.

We also discipline, yet try to help the bullies, in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.

<u>Recording</u>

Recording of information is extremely important so that:

- We are aware of incidents.
- We are able to track actions taken to prevent bullying.
- We are able to check on support given to the victims
- We can continue to monitor effectiveness of actions.

Guidelines:

When investigation is warranted, the following information should be recorded:

- Date of allegations.
- Dates and times (where possible) of incidents.
- Statements from witnesses, if possible, (signed and dated please).
- Statement from the alleged victim (signed and dated please).
- Statement from the alleged bully (signed and dated please).
- Conclusions from investigator.
- Actions taken at that point (including support for the victim(s) and possible disciplinary actions against the bully).
- Details of any parental involvement.
- The ensuing records will be kept on CPOMS.

The Role of the Governors

The governing body supports the Executive Headteacher in all attempts to eliminate bullying from Woodsetton School. The governing body will not condone bullying at Woodsetton and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. The

governing body monitors incidents of bullying that occur and reviews the effectiveness of this policy regularly. The Governors require the Executive Headteacher and Senior Leaders to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can raise their concerns via the school Complaints Policy.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Executive headteacher, who reports to Governors about the effectiveness of the policy. The Executive Headteacher and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any concerns.

The Anti-Bullying Policy is the Governors' responsibility. The effectiveness of this policy is reviewed through discussions with the Headteacher. Governors will analyse information for patterns of people, places or groups. They will also review any incidents of racial bullying.