

Headteacher: Ms Angela Wallace BA Hons, PGCE, MA

Anti-Bullying Policy

First reviewed: October 2014
Reviewed: June 2021
Next Review: Nov 2023
Reviewed by: Angela Wallace

HoD = Head of Department
HOY = Head of Year
SLT = Senior Leadership Team
SEN/D = Special Educational Needs/Disabilities

Introduction

- At Woodside High School we aim to provide a safe, caring and friendly climate for learning for all our students to allow them to improve their life chances and help them maximise their potential.
- We would expect students to act safely and feel safe in school. Students need to understand the issues relating to bullying and should feel confident to seek support from school if they feel unsafe.
- We also want parents/carers to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.
- The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

We behave according to our Woodside High Shared Values and the agreement that “Woodside High is a telling school.”

Policy Development

This policy was formulated in consultation with the whole school community with input from

- Members of staff- though agenda items at staff meetings

Part of the

Mulberry
Schools Trust



- Governors – discussions at governors meetings
- Parents/carers - parents will be encouraged to contribute by taking part in written consultations, parent meetings, parent focus groups producing a shorter parents' guide
- Young people - students contribute to the development of the policy through the School Council. The School Council will develop a student friendly version to be displayed on Year Team noticeboards and go in student planners

This policy is available

- Online at www.woodsidehighschool.co.uk
- From the school office
- Student friendly versions are on display

Roles and Responsibilities

The Headteacher – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Coordinator in our school is: - Gerry Robinson, Headteacher

The responsibilities are:-

- Policy development and review involving students, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice ▪ Ensuring evaluation takes place and that this informs policy review ▪ Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

Definition of Bullying

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. This can take many forms and is often motivated by prejudice.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking

- making offensive comments
- physical assault
- taking or damaging belongings
- extorting money or items of value
- cyber bullying - inappropriate text messaging, inappropriate comments on Social Media and inappropriate e mailing; sending offensive or degrading images/videos by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.
- bullying linked to gang membership or activity.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- Prejudice crime related bullying of children with additional educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture
- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Homophobic/Transphobic bullying and using homophobic or transphobic language

Homophobic language is terms of abuse used towards lesbian, gay and bisexual people or those perceived to be LGBT. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay. Transphobic language is terms of abuse towards transgender people.

Dismissing it as banter is not helpful as even if these terms are not referring to a person's sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic and transphobic language in our school even if it appears to be being used without any homophobic or transphobic intent.

Persistent use of homophobic/transphobic language or homophobic/transphobic bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. Bullying may also persist outside school, in the local community, on the journey to and from school and at all times via the internet and cyberspace.

Bullying can take place between:

- young people
- young people and staff
- between staff

- individuals or groups

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our students are taught safe ways to use the internet (see our e-safety policy) and encourage good online behaviour. E-safety advice will be delivered in assemblies, PRS lessons and through the ICT curriculum. An advice page will be incorporated into student planners with information about how to stay safe on line (see attached).

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

Reporting and responding to bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Level 1: Information and Contacts

- Guidance is provided to all students on bullying, its effect and simple measures to deal with bullies. Students are provided with an email address to report incidents of bullying: studentsupport@woodsidehighschool.co.uk
- Information posters are displayed throughout the school and in tutor room bases advising students what to do if they feel that they or another student are being bullied.
- KS4 students (Prefects in Year 11, Mentors in Y10) attached to KS3 tutor groups to work with tutors. KS4 students work as mentors to KS3. Year 8 Buddy System to mentor Year 7 students.
- Break and lunchtime supervision provides the opportunity for learners to engage with adults during the recreation periods. Provision is made by the Student Support Centre for vulnerable students at these times.

