



Anti-Bullying Statement

Accepted by Trustees in: October 2020

Due for next review in: October 2021

Definition

There may sometimes be misunderstanding about the meaning of the term 'bullying': one-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of 'bullying'.

Our definition of bullying as **a persistent, deliberate attempt to hurt, intimidate or humiliate someone.**

Types of bullying

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying may take various forms, including:

- Physical e.g. kicking, hitting, pushing, intimidating behaviour or interference with personal property
- Verbal/Psychological e.g. threats, taunts, shunning/ostracism, name-calling/verbal abuse or spreading of rumours
- Racist bullying e.g. physical, verbal, written, on-line or text abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language
- Faith-based bullying e.g. negative stereotyping, name-calling or ridiculing based on religion
- Sexist bullying e.g. use of sexist language or negative stereotyping based on gender
- Sexual bullying e.g. unwanted/inappropriate physical contact or sexual innuendo
- Homophobic bullying e.g. name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language
- SEN /disability bullying e.g. name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties
- Gifted/talented bullying e.g. name-calling, innuendo, ostracism or negative peer pressure based on high levels of ability or effort
- Cyber bullying e.g. abuse on-line or via text message, interfering with electronic files, setting up or promoting inappropriate websites and inappropriate sharing of images from webcams/mobile phones.

The emotional distress caused by bullying/racism/sexual harassment can lead to high levels of stress, prejudice individual pupil and whole-school achievement, and possibly lead to poor punctuality and attendance. All of our children and staff are trained and encouraged to disclose any incidents to trusted adults or older children.

All staff (teaching, classroom support and midday supervisory staff) are alert to signs of bullying/racism/sexual harassment and act promptly and firmly. Children are likely to see a failure to respond to incidents or allegations as tolerating or legitimating the behaviour.

- We promote an anti-bullying, anti-racist, anti-sexual harassment culture of tolerance, understanding, empathy and compassion.
- All adults and children have the right to feel safe, secure and valued in school.
- Bullying/racism/sexual harassment in any form is not tolerated.
- All children are encouraged to disclose if they, or another child they know, are being bullied or targeted in an inappropriate way.

- All staff take any disclosure that any child makes in relation to bullying/racism/sexual harassment seriously.
- Any child who has bullied/targeted/harassed another will be confronted with their actions and counselled as to the seriousness of their actions.
- Bullying/racism/sexual harassment will always be dealt with firmly.

All staff, children and trustees are aware and alert to the dangers of all forms of bullying, including cyberbullying, and are taught strategies of how to deal with it if it occurs (Refer to our Safe User Policy and Safety Agreements).

Resolving Bullying Issues

Any bullying that we deal with at Woodside is managed on a case by case basis. There can be a variety of circumstances that need to be taken into consideration.

Our school values, curriculum and assemblies give a clear consistent message that bullying will not be tolerated at Woodside.

We will always give all children involved the opportunity to talk and explain their perspective.

The following are examples of strategies we may employ to deal with bullying. The approach taken will depend on the circumstances:

- Supervised group discussion around the impact of bullying
- Supervised individual discussion around the impact of bullying
- Social stories
- Openly encourage sharing of bullying behaviour with adults at home and in school
- Involvement of parents/carers
- Learning mentor support/pastoral team support
- Restorative, relationship-building workshops
- Increased supervision of individuals, groups or areas of school
- Internal fixed-term exclusion
- Formal fixed-term exclusion

Action taken will be in line with our school Behaviour Policy.

Associated Policies

- Safeguarding & Child Protection
- Inclusion
- Behaviour
- Health and Safety
- Equality
- E-safety
- Anti-Radicalisation