

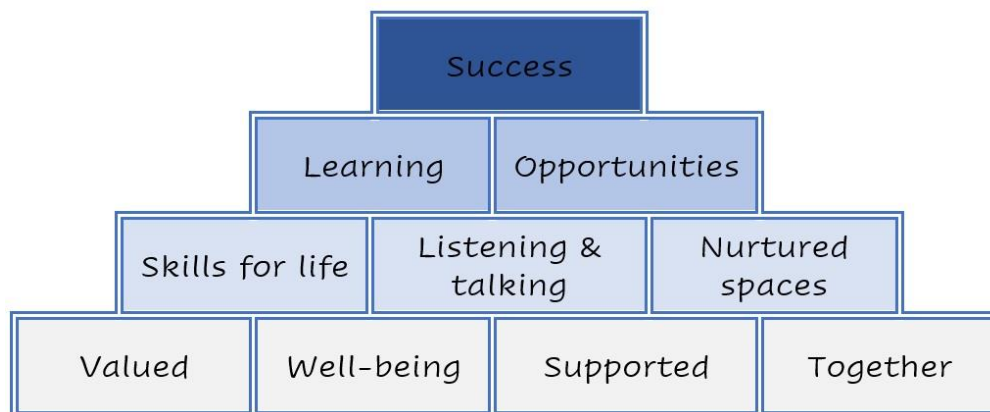
Anti-bullying Policy

March 2024

This policy was written by Emma Foster, Deputy Headteacher and Lisa Saffill, Assistant Headteacher. It was review by Tessa Saunders, Headteacher and shared with the Local Governing Body. The policy will be reviewed annually to ensure that it is up to date and reflects the practises in school.

At Woodfield Primary and Nursery School we have created these blocks to visually represent the key areas that are important for **supporting** our children. We believe it is our responsibility that children's essential needs are met and **nurtured** to ensure that they are ready to **aim high and achieve**.

"Learning today, for success tomorrow"



To support children's **well-being** and to ensure children know they are **valued**, we use Emotional Logic. This is a personal development tool used to **support** emotional intelligence in difficult situations, to build emotional resilience and embrace change **together**.

Children at our school have access to **nurtured spaces** that encourage positive **listening and talking** and are taught communication **skills for life**. All staff are trained in trauma informed practice, are aware how ACE's affect pupil's behaviour and **learning**. Equal **opportunities** are given to all to ensure that every child receives the **support** that they require to be **successful**.

Introduction

At Woodfield we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. At Woodfield, we have a strong ethos of relationship building, promoting an anti-bullying culture. This is supported by our curriculum and through striving for all children to be Safe, Engaged and Respectful in order to be able to access learning and achieve their full potential. The aim of this policy is to ensure that children who attend Woodfield Primary School are free from bullying. The policy will outline our teaching and approaches to ensure that children do not demonstrate bullying behaviours. The policy also outlines procedures that are in place when there may be concerns that bullying behaviours have been identified.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. It is crucial that any concerns of a bullying nature are listened to and dealt with in a prompt manner by staff. We encourage all pupils, parents/carers and staff to share and report any concerns related to bullying.

Woodfield is part of The Learning Academies Trust (LAT). The LAT hold positive mental health and wellbeing in high regard for all the pupils. Our approach to bullying is a 'whole school' approach where staff will role model respectful behaviours. We expect everyone to act with courtesy and consideration to others at all times and to always try to understand the other person's point of view. Neither staff nor pupils will condone or ignore bullying of any nature and anti-social behaviour will not be tolerated. It is also important to distinguish between bullying behaviour and peer conflict and to fully understand the underlying causes. This may require support for both the victim and the alleged bully.

It should be noted that Woodfield uses the Jigsaw PSHE scheme of work, delivering the age-appropriate programme materials for each term. These materials focus on Anti-Bullying in each age range within the Celebrating Difference units. (See PSHE Policy)

Keeping Children Safe in Education

In writing this policy, Woodfield Primary & Nursery School has considered the statutory guidance within the DfE Keeping School Safe in Education, 2023:
Part 1

13. behaviour policy (which should include measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying).

What is Bullying?

Bullying is defined as a repetitive, intentional harming of one person or group by another person or group where the relationship involves an imbalance of power. Bullying is the use of aggression with the intention of hurting another person, either physically or emotionally by intimidating or demeaning others. It is usually persistent and is often covert and is a conscious attempt to hurt, threaten or frighten someone. Bullying is difficult to defend against and can result in pain or distress to the victim. Bullying can be, but not limited to:

- **Emotional** : being unfriendly, excluding, tormenting, derogatory name calling of an insulting and/or personal nature, demanding money, material goods or favours by means of threat or force
- **Physical**: Pushing, hitting, kicking, punching, taking another's belongings or any use of violence
- **Prejudice-based and discriminatory bullying including racial, faith-based, gendered, homophobic-biphobic, transphobic and disability based**: taunts, graffiti, comments and gestures or physical abuse focused on a particular characteristic e.g. gender, race, sexuality

- **Sexual:** explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- **Direct or indirect verbal:** name calling, sarcasm, spreading rumours, teasing, abuse, threats or ridiculing an individual
- **Cyber-bullying:** bullying takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video or written content generated by artificial intelligence (AI)

Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Preventing Bullying

All members of the school will be encouraged not to accept bullying of any form and if they ever experience, see or suspect bullying is taking place to **ALWAYS** speak up and **TELL SOMEONE**.

An addition to responding to specific incidents or references to bullying at Woodfield we address these issues through our school values, wider curriculum, within PSHE and Computing lessons (ESafety) and assemblies.

In addition, Woodfield Primary School takes part in Anti-Bullying week every year which reinforces awareness of the issue of bullying. We hold specific assemblies to reinforce to pupils that Woodfield Primary & Nursery School is a caring and supportive community and if children feel they are bullied, they must tell someone.

Guidelines for implementation and monitoring

At Woodfield Primary & Nursery School, the following procedures are considered when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- All school staff have access to CPOMS, our secure, electronic logging system. Any incidents involving behaviour that is deemed, perceived as or reported as bullying must be logged on this system, under the category of bullying.
- A member of Senior Leadership Team (SLT) or the Safeguarding Team will take an account from all concerned and will record the incident on CPOMS
- Class teachers will be kept informed and they will plan for class assemblies or whole class learning where appropriate

- Parents will be kept informed
- Where incidents have occurred pupils will be supported in line with our Behaviour Policy, which includes a **reflective** and **restorative** approach with 'emotionally available adults' (Trauma Informed Schools UK).

PUPILS

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff
- Reassuring them that they have been listened to and that actions will be taken, as needed
- Offering continuous support through 'emotionally available adults'
- Restoring self-esteem and confidence
- Considering ELSA or referrals to wider support services

All of this is achieved through staff following our Trauma Informed Approach.

Pupils who have bullied will be helped by:

- SLT or Pastoral Team provide opportunities for reflection and a restorative approach, in line with our Behaviour Policy, this may also be with an identified 'emotionally available adult'
- Making reference to the Emotional Logic approach for development of personal awareness and planning for possible negative responses to feelings in the future.
- Offering ELSA support where appropriate
- Informing parents or guardians to support the pupil to develop their acceptance, tolerance and positive interactions with others

A bespoke approach or flexible timetable could be considered for individuals involved in bullying to initially lessen contact and provide time to reflect and resolve any issues that have arisen.

Additional Emotional Support

Children who may have been a victim of bullying or may display bullying behaviours can be supported by school ELSAs, Learning Mentor or through a referral to wider agencies such as, MHST, MAST or CAMHS.

Parental and Community Involvement

Woodfield Primary & Nursery School recognises the importance of parental involvement when children are involved in an incident of bullying. Parent/carers will be invited into school to meet with the Head Teacher or a member of the SLT.

Parents/carers are also encouraged to request a meeting by contacting the school office or their child's teacher via Dojo messaging.

Woodfield seeks to encourage community awareness through:

- Access to the Anti-Bullying Policy, at parental request or offered by school staff
- Newsletters to parents
- Social Media
- Dojo messaging system
- Curriculum Newsletters
- Governors

Monitoring Bullying:

CPOMS logging system is monitored daily by SLT and the Pastoral Team. All relevant staff, for example class teachers, TAs and MTA, are informed through the CPOMS alerts. Bullying incidents are 'actioned' on CPOMS to detail staff responses to the incident.

The Head Teacher maintains a log of all bullying incidents.

Woodfield Primary & Nursey School also maintains a log of Racial Incidents and makes a return to the Local Authority for each term on the appropriate form received from the authority. The range of cumulative data allows the school to monitor the effectiveness of the Anti-Bullying Policy alongside other school initiatives e.g. assemblies, the use of the PSHE materials and Champions meetings.

Monitoring of the Policy

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be regularly reviewed and evaluated by the SLT. Class teachers are responsible for following this policy, the upkeep of class records and passing on key information. SLT and the Pastoral Team are responsible for the monitoring of behaviour and incidents across the school on a regular basis. The policy will be promoted and implemented throughout the school.

Additional links/resources

The National Bullying Helpline [About the National Bullying Helpline](#)

Links with other Woodfield Primary School policies

- Curriculum Policies: PSHE, RE, Computing
- Behaviour Policy
- Safeguarding Policy
- Acceptable Use Policy
- Social Media Policy
- Mobile Phone Policy

Policy adopted: Spring 2022

Policy review: