

At Willow Green Academy we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to swiftly.

Everyone at our school has the right to:

- learn in a safe environment
- feel safe - both physically and emotionally.

It is the responsibility of every member of our school community to ensure that these rights are maintained. At Willow Green Academy, we promote and recognise good behaviour and make it explicit that bullying, of any kind, is a form of anti-social behaviour and will not be tolerated.

### **Policy Aims**

- To clarify and define what bullying is.
- To set out the school's stance on bullying and our response to any incidents of bullying.

This policy should be read in conjunction with the Willow Green Academy Behaviour Policy.

### **What is Bullying?**

Bullying is any deliberate, hurtful, frightening, threatening behaviour by an individual or group towards another person or people. It occurs more than once, involves an imbalance of power, is one sided, happens on purpose and encompasses all forms of communication.

It is important we all understand that bullying is not the odd occasion of falling out with friends, which although can cause hurt to one or all parties involved, is not bullying. Bullying is carried out repeatedly, purposely and with intent.

### **Our Procedures for Incidents or Allegations of Bullying**

Dealing with incidents of bullying is the responsibility of every member of staff.

If bullying is suspected and/or reported:

1. Details should be reported to senior staff.
2. A member of staff will carry out an initial investigation.
3. Talk and listen to the suspected/reported victim and also any witnesses.
4. The member of staff will talk and listen to the reported perpetrator about what has happened. At all stages in these conversations it will be made clear that bullying is not tolerated at Willow Green Academy.
5. The problem will be identified and possible solutions agreed.
6. Consequences in-line with the 'WGA Behaviour Policy' and/or 'Rewards and Consequences Appendix to Behaviour Policy' will be applied.
7. Parents will be informed on all matters identified as bullying. Where appropriate, a meeting will be arranged with parents.
8. Where the academy deem that bullying, as defined above, has been happening, records of this will be kept in the pupils' record using CPOMS.
9. Racist or Homophobic bullying will also be recorded on a Racist/ Homophobic Incident log within CPOMS.
10. If necessary, and appropriate, police will be consulted.
11. Support will be offered to the victims of bullying.

### Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Inform school if you feel your child may be a victim of bullying behaviour.
- Please do not approach a child or a child's parent on the playground if you suspect they are the perpetrator.
- It is important you do not advise your child to fight back. This can make matters worse.
- Reinforce the school's anti-bullying policy and make sure your child is not afraid to ask for help.

### Prevention

We will use the following methods to attempt to prevent bullying from happening in our school.

As and when appropriate, these may include:

- Cultivating a positive school ethos and curriculum to promote a positive attitude to diversity in school, home and the wider community.
- Regular review and high status given to our Code of Conduct.
- Signing a Home-School Agreement.
- Reading stories about bullying in class and/or assembly and resulting discussions.
- Academy Council agenda topic.
- Embedded ethos and understanding that developing children's Spiritual, Moral, Social and Cultural (SMSC) values should weave through all aspects of school life.

### Monitoring and Review

The implementation of this policy will be monitored by the Senior Leadership Team. The SLT also monitors and ensures the consistency of application of both the WGA Behaviour Policy and the Anti-Bullying procedures.

**Policy in place as of: September, 2016.**

**Policy Review Date: September, 2017.**