Elizabeth Woodville School	
Policy Name:	Anti-Bullying Policy
Owner:	Deputy Headteacher
Statutory:	Yes
Date Ratified:	December 2023
Review date:	December 2024

At Elizabeth Woodville School, every person matters. All members of our community have rights and responsibilities and this policy outlines the procedures put in place to ensure that we are respectful to one another, and that everyone has the chance to have a positive learning experience.

Aims:

- To ensure a positive learning environment is created in which all stakeholders feel safe.
- To encourage an ethos of respect and support for all.
- To raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur.
- To engage with all members of the EWS community to ensure that we create a learning environment in which bullying will not be tolerated.

Defining Bullying

Bullying is: "Behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition).

The various types of bullying are:
- Verbal bullying - involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called 'cyber bullying'); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats or other prejudice based behaviour.
- Physical bullying - consisting of deliberate jostling, bumping, pushing or shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated and the intention is to create fear or to intimidate.
- Indirect bullying - involving the manipulation of social networks with the intention of belittling an individual or individuals or excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumors or making malicious accusations and might involve cyber bullying.
- Cyber bullying can be multifaceted and therefore we ensure there are: assemblies and tutor times highlighting cyber bullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

Procedures for Reporting Bullying Incidents

All students are encouraged to feel that it is right to tell someone if they are being bullied or if they think someone else is being bullied. Incidents of bullying will be dealt with quickly and appropriately. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, there are key staff who will manage any reported incidents of bullying. Reports will be referred to the appropriate Head of Year as quickly as possible.

Staff suspecting an incident of bullying should:
- reassure the young person that their concerns are being taken seriously and will be investigated.
- avoid labeling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
- log their concerns on CPOMS to be assigned to the appropriate Head of Year as soon as possible with details of the incident
- The Head of Year, and other key staff will log their actions on CPOMS

All reported incidents of bullying should be investigated using the following procedure:
- appropriate students will be interviewed by the relevant Head of Year and statements will be taken.
- copies of statements and any supporting evidence gathered will be stored electronically using CPOMS
- details of all actions taken will be recorded.
- the recipient and perpetrator of any bullying incident will be monitored by the appropriate Head of Year
- parents/carers of both parties will be contacted and updated on progress made

Roles

The Head of Year will:
- provide advice, support and assistance to any student who reports bullying (and where wider family support is required, it will be delivered through the Early Help process or Pastoral Support).
- accept referrals from members of academy staff on individual students who are causing concern (both recipients and perpetrators of bullying).
- liaise with parents/carers on any reports of bullying
- take appropriate actions to prevent and respond to reports of conflict and bullying
- where appropriate (if the student and victim are in agreement) use restorative practice strategies to allow the victim to explain the consequences of the perpetrator's actions to them face to face. Where used, this will be conducted in a safe and supported environment with trained members of staff. Agreements would then be reached which would allow a new relationship to be established.
- refer vulnerable students to appropriate services, e.g. counselling

The Senior Leadership Team will:
- respond to student and parent voice to review and amend anti-bullying practices.
- monitor, review and update anti-bullying policy and incidents of bullying in order to ensure the safety of all members of the school.
- ensure that all staff have a clear understanding of the anti-bullying policy
- ensure that the policy is implemented through safeguarding and pastoral meetings
- strive to enhance the quality of safeguarding work in relation to bullying.

The Academy Improvement Board will:
- ensure that an anti-bullying policy is in place and is reviewed annually
- appoint a link member of the AIB for safeguarding to work closely with the DSL and Pastoral Leads

Parents and carers will:
- regularly speak to their child in order to promote a social conscience and awareness that reporting bullying is the right thing to do.
- be aware of and support the school's anti-bullying policy and procedures and use these to assist their child in understanding bullying behaviour.
- support the school''s actions in dealing with proven cases of bullying.
- work with the school in order to support their child in developing positive responses to incidents of bullying.
- consistent with the school's anti-bullying procedures.
- engage in the Early Help process if wider support is required.
- be responsible for monitoring their child's e-communication and social media use. Should cyber-bullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on Youtube or report to the local police.

Appeals process for bullying incidents

At all times the school staff will seek to work with parents and students to ensure that incidents of bullying are dealt with to the satisfaction of all concerned. If at this point an agreement cannot be reached, the matter may be dealt with through the formal complaints procedure.

Promoting the Anti- Bullying Policy, Culture and Ethos

This is multifaceted through:
- appropriate citizenship embedded as part of the PSHE/RSE curriculum in which, students will be shown that bullying in any form is unacceptable.
- the use of tutor time,
- anti-bullying week activities
- building a culture of safe reporting

Useful Links

The websites listed below offer direct links to other sources of information for parents and young people.

Stonewall: www.stonewall.org.uk

Advisory Centre for Education: www.ace-ed.org.uk

Anti-Bullying Network: www.antibullying.net

Bully OnLine: www.bullyonline.org

Bullying Online: www.bullying.co.uk

ChildLine: www.childline.org.uk

Kidscape: www.kidscape.org.uk

Schools Out!: www.schools-out.org.uk