



## Anti-Bullying Policy

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An academy within:



“Learning together, to be the best we can be”



## 1. Introduction

- 1.1. The Willows School is committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We have high expectations of all pupils and strive to create a climate in which all children can fulfil their potential.
- 1.2. Bullying of any kind is unacceptable at The Willows School. If bullying does occur, all pupils should know that incidents will be dealt with promptly and effectively. If bullying does happen, those involved and anyone else who is a witness or bystander will be able to inform a member of staff in safety.

## 2. What Is Bullying and types of Bullying?

- 2.1. Bullying is action taken by one or more children with the deliberate intention of hurting or frightening another child. It can be either physical or emotional and often repeated over a period of time. It includes sexual harassment, online incidents as well as the use of mobile phones to bully or intimidate.
- 2.2. Bullying can focus on race, nationality, culture, religion or a mixture of these. The Willows School celebrates diversity and difference, and we welcome children and families from ethnic minority backgrounds. We aim to safeguard protected characteristics such as age, disability, gender reassignment. We will deal strongly with any person using misogynistic language or bullying someone for their gender identity.
- 2.3. Bullying can produce feelings of powerlessness and isolation from others. It takes away a child's peace of mind and their self-esteem, robbing them of their confidence and causing extreme unhappiness.

## 3. Signs And Symptoms Of Bullying

- Regularly feeling ill in the mornings.
- Be unwilling to come to school.
- Books, clothing or possessions that are damaged.
- Money/possessions missing.
- Become withdrawn.



- Changes in behaviour.
- Become distressed/stop eating.
- Cry easily/nightmares.
- Unexplained cuts and bruises.
- Begin stealing (to pay the bully)
- Become disruptive/aggressive.

## 4. Aims Of Our Anti-Bullying Work

### 4.1. At The Willows School we endeavour:

- To ensure all staff, the Governing body, pupils and parents have an understanding of bullying and its consequences.
- To emphasise through all aspects of our curriculum that bullying will not be tolerated.
- To ensure that there are clear procedures and systems for reporting and recording bullying, which are understood and followed by all staff.
- To ensure that students learn to recognise and respect the differences between groups of people within the school community.
- To help students develop self-confidence, self-esteem and to fulfil their potential within school.
- To support and re-educate those pupils who are both the victims and perpetrators of bullying, providing them with a range of strategies they can use if they are at risk of bullying others or are being bullied themselves.
- To create a School which all members of the community can come to without fear of violence, aggression or intimidation of any kind.

4.2. Pupils are taught that any kind of aggressive behaviour, either verbal or physical is unacceptable. Incidents of bullying are always treated seriously.

4.3. All staff are vigilant in school and within the grounds to identify actual or potential cases of bullying. Victims are asked not to retaliate, but to inform a member of staff immediately.

## 5. Combating bullying

5.1. The Willows School is aware that bullying must be tackled on two levels, by focusing on preventative work, but also by responding appropriately when incidents do occur. We are working hard to improve behaviour in line with The Behaviour Policy; we teach our students that as well as having rights,



the choices they make will also bring responsibilities and accountability.

5.2. We shall be using the following strategies to ensure that we have a clear, consistent and effective approach to bullying:

- An agreed definition of bullying with a monitoring structure in place and an awareness raising campaign.
- A strong ethos in The Willows School, promoting tolerance and respect for difference and diversity.
- Positive leadership from senior staff and governors on tackling bullying.
- Pupil Support Team will be responsible for co-ordinating anti-bullying issues.
- A clear anti-bullying policy. The policy will be reviewed annually by a designated member of staff, governors, parents and pupil.
- A planned approach in PSHE Curriculum (PfA lessons) and consultation time to discuss the issues of bullying in a context which promotes self-esteem and confidence in relationships.
- A confidential method (Pupil Support Team) for alerting the school to current instances of bullying.
- Adequate supervision of the school site, especially toilets, changing rooms/cloakrooms and distant areas, including if appropriate the school gates at the beginning and end of the day for those pupils using school buses.
- Rewarding non-aggressive behaviour and encouraging co-operative behaviour.

5.3. As part of the PHSE curriculum (PfA lessons), children and young people will be taught about what to do if they see someone being bullied and how they could support someone who is being bullied but hasn't reported it to an adult.

## 6. Education

6.1. Pupils will be given the opportunity to increase their awareness of both the effects and consequences of bullying through some or all of the following:

- Curriculum areas – English, PSHE, Consultation, Pupil Support Team Interventions.
- Assemblies/Schools Councils
- Firm and appropriate disciplinary procedures
- Pupils being encouraged to develop their own class rules
- Greater interaction between classes/year groups

## 7. Procedure



7.1. Where a child reports/alleges a bullying incident to an adult, or an adult witnesses an incident, a number of things will happen:

- The perpetrator(s) will have to explain the behaviour to a member of staff.
- The incident will be recorded on CPOMS.
- The victim(s) will also be interviewed.
- A decision will be taken regarding whether to contact the parents of both the victim(s) and perpetrator(s).
- Appropriate sanctions and support will be discussed and agreed upon.
- An opportunity will be available after the incident for both victim(s) and perpetrator(s) to discuss their problems and worries with a responsible and confident adult.
- The Pupil Support Team may be involved with the children, working to change behaviours.

## 8. Working with Parents/Carers

8.1. We will work with parents/carers to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the one who has been bullied.

8.2. We will endeavour to give parents every opportunity to discuss their concerns as soon as practicable. We will emphasise the importance of working together to solve problems and create realistic solutions that are acceptable to all concerned. A lack of parental support can make conflict resolution much more difficult and is regrettable, particularly if children then mirror the negativity and unhelpful attitude they have seen.

8.3. The Willows School appreciates there will be occasions when the parents and carers of one or both sets of students involved will feel the school has not sanctioned appropriately. Parents or carers will be given the opportunity to share their concerns.

8.4. Where a parent is dissatisfied with the school's handling of a situation then the head teacher will seek to resolve the situation informally. In the event of a formal complaint the agreed complaints procedure for the school will be invoked.

8.5. The Willows School actively encourages and welcomes comments, questions and suggestions regarding our anti-bullying policy.



## 9. Monitoring, evaluation and review

- 9.1. The school will review this policy annually and assess its implementation and effectiveness. Bullying incidents will be monitored every term in line with The Team-Teach documentation/CPOMS. The policy will be promoted and implemented throughout the school.

## 10. Useful links for families

<https://www.stopbullying.gov/kids/facts>

<https://www.unicef.org/parenting/child-care/bullying>

<https://www.youngminds.org.uk/young-person/coping-with-life/bullying/>

<https://kidshealth.org/en/parents/bullies.html>

## 11. Useful links for professionals

[Behaviour in Schools - Advice for headteachers and school staff Feb 2024 \(publishing.service.gov.uk\)](#)

[Keeping children safe in education 2024 \(publishing.service.gov.uk\)](#)