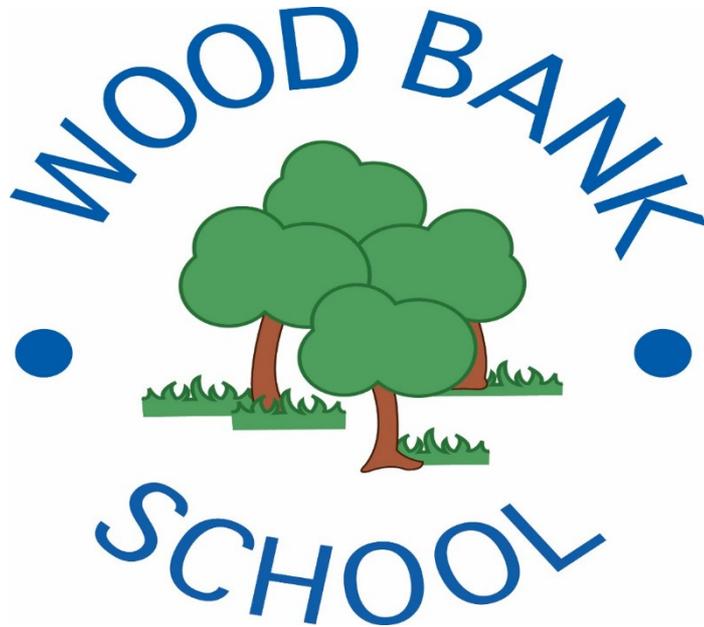


# WOOD BANK SCHOOL



## ANTI-BULLYING POLICY

<b>Policy Ratification</b>	<b>January 2017</b>
<b>Review Date</b>	<b>January 2020</b>
<b>Signed (Headteacher)</b>	
<b>Signed (Chair of Governors)</b>	

## Equality Statement

At Wood Bank School we intend to provide a safe, secure, caring environment where everyone is valued and respected equally. We aim to provide an inclusive education where children develop independent learning skills and are taught according to need whatever their age, gender, background, beliefs or abilities. National legislation re disabilities, race relations and special education needs underpin this policy, which has also taken into consideration national, local and school policies on Special Educational Needs, Gifted and Talented, Equal Opportunities and Health and Safety.

## Philosophy

At Wood Bank School we celebrate difference and diversity. We accept others regardless of;

- disability
- age
- gender & sexual orientation
- race including colour, ethnic or national origin
- religion, belief or lack of religion/belief

and will not tolerate bullying or harassment of any kind. We believe that it is everyone's responsibility to respect and care for others and to ensure the physical and emotional well-being of everyone is upheld.

All children at Wood Bank School have communication difficulties and may also have other challenges that inhibit or affect their understanding of their own and others' needs. With regard to this, staff will remain vigilant to any potential signs of relationship difficulties within our school community for example, a child becoming distressed by the attention of another child, even where there may be no intention to cause distress. Staff will also remain vigilant to any overt signs of bullying or reports of bullying incidents.

## Definition of Bullying

- Bullying is deliberately hurtful behaviour
- Bullying can be physical – hitting or other kinds of aggressive behaviour
- Bullying can be verbal – name calling, jeering, teasing and being abusive
- Bullying can be indirect – spreading stories, deliberate exclusion
- Bullying always causes distress and unhappiness

There is a difference between healthy disagreement and occasional 'falling out' and bullying. It is important that we constantly work to ensure that staff and children recognise the difference.

## **Indicators of Bullying**

Early signs of distress may include:

- Fear/ anxiety
- Unhappiness
- Unexpected absences
- Withdrawn behaviour
- Late arrival
- Isolation
- Deterioration of work

## **Procedures/Practice**

At Wood Bank School we believe that all members of our school community should be able to come to school and feel safe and happy and are committed to supporting this in a number of ways;

- There are high staff-child ratios at all times to ensure appropriate levels of supervision.
- Staff are aware of individual needs and how these may impact on social relationships, emotions and communication.
- Children are supported to develop their personal, social and emotional skills throughout the school day in a variety of contexts.
- Any incidents are recorded on our whole school Behaviour recording sheet/system
- Any patterns of incidents will be referred back into the Positive Behaviour Support systems (see Positive Behaviour System policy).
- All staff will be made aware of any incidents.
- Parents/carers of children involved in incidents will be notified.
- Any incidents which cause upset to another person are taken seriously and staff will take measures to repair harm and protect those from any further incidents.
- Bullying of a racist nature will be recorded and reported to the LEA

## **Responsibilities for Leading, Monitoring & Evaluating**

A member of the Senior Leadership Team is responsible for leading, monitoring and evaluating this area through;

- Regular whole school behaviour analysis of individuals, which is shared with SLT and the Board of Governors
- Providing support for staff and children through ongoing dialogue, scheduled meetings and the reviewing of Behaviour Support Plans

All staff are also responsible and have a duty of care for the children and for each other. Any incidents should be recorded and brought to the attention of the Senior Leadership Team. Interventions should always be in the best interests of those involved and ensure that the dignity and safety of both child and staff is maintained at all times.

### Related Legislation/Documentation/Policies

This policy relates to the following and should be read in conjunction with all Wood Bank School policies related to the well-being of our children;

- Bullying at School – [www.gov.uk/bullying-at-school/the-law](http://www.gov.uk/bullying-at-school/the-law)
- Behaviour & Discipline in Schools (2016)