

Anti-Bullying Policy 2023

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Wood Edge Independent School.

Wood Edge Independent School is a very diverse and inclusive community. We recognise that pupils with SEND are at risk of bullying in school environments and experience greater rates of victimisation than non SEND pupils.

Because of this, we at Wood Edge independent School:

- Have an increased awareness of the impact of bullying related to pupils with SEND.
- Ensure that all pupils understand the effect of language and behavior.
- Work towards all peoples feeling safe valued and respected irrespective of their SEND
- Encourage language and behavior that supports diversity and inclusion and challenges stereotypes.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups, cyber bullying).

Wood Edge Independent School recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All support at Wood Edge School will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying. Further details of our commitment to this can be found in our Equal Opportunities Policy.

People who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.



There may be evidence of changes in work patterns, lacking concentration or not attending sessions. People must be encouraged to report bullying at Wood Edge School.

Our teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the charity, for example in information packs for new starters and staff and through regular awareness raising activities with existing attendees and their families.

Implementation

The following steps may be taken 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
- A clear account of the incident will be recorded and given to the Head Teacher, Head of Education or Duty Manager
- The Lead (or designated member of staff) will interview all concerned and will record the incident
- Tutors/facilitators will be kept informed and if it persists the tutor will advise the appropriate staff members.
- Parents / Carers will be kept informed, risk assessments will be created and mediation will take place if needed.

People who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self-esteem and confidence
- The use of specialist and/or referrals to other agencies e.g. educational psychology, where appropriate

People who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents/guardians support to help change the attitude of the person.

The following disciplinary steps can be taken:

- Official warnings to cease offending (including negative referral)
- Exclusion from certain areas of premises
- minor fixed-term exclusion
- permanent exclusion and/or possible legal action
- Within the personal development agenda Wood Edge School will raise the awareness of the nature of bullying through inclusion in subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Most concerns about bullying will be resolved through discussion between home and Wood Edge School. However, where a party feels their concerns have not been resolved, they are encouraged to use the formal complaints procedure.
- Where a person is involved in bullying others outside of Wood Edge School, e.g. in the street or through the use of the internet at home, parents/carers support will be asked to work with Wood Edge School in addressing the person's behavior.
- Referral of the family to external support agencies will be made where appropriate

Prevention

Wood Edge Independent School uses a wide range of strategies to tackle the issue of bullying. These include:

- Personal, Social, Health which teaches and identifies different types of teasing and bullying; how to deal with and respond to bullying and ask for help; the effects of bullying and how to challenge it assertively; and to take the initiative in giving and receiving support.
- Wood Edge Independent School approach to have open honest discussions at any point the subject is broached.



- Improving the environment which enables the site to reduce bullying, by not leaving any attendees isolated.
- Modeling of positive relationships and communication is key to Wood Edge School positive climate of behaviour which plays an important role in reducing bullying.
- Lunchtime is managed by the Wood Edge School team who are all trained in preventing and responding to bullying when it occurs.

Wood Edge School will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the sites. Referrals will also be monitored on a regular basis by the operations team.

Anti-bullying awareness and training is part of Wood Edge School list of training provided by the local authority safeguarding teams for both Children, Young people and Adults

Antony Maynard

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Head Teacher

October 2023