

The Academy values all of its pupils and is committed to making the Academy a safe and happy place for everyone. Bullying of any kind is unacceptable and will be dealt with quickly and effectively.

What will The Academy do?

- Help to make sure that the child being bullied is safe.
- Work to stop the bullying happening again.
- Provide support to the person being bullied.
- Take actions to help the child doing the bullying to learn not to hurt others.

Parents who suspect that a child is either a victim or perpetrator of bullying are asked to bring this to the immediate attention of a member of staff.

How will the bully and victim be handled?

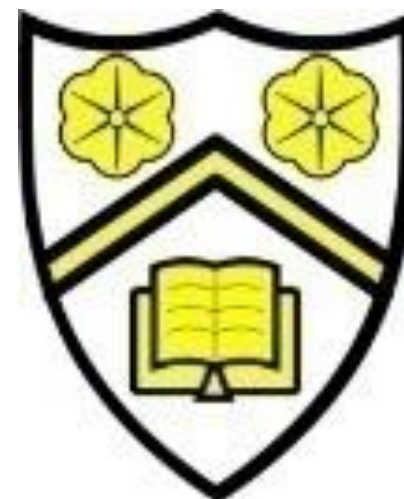
- Bully and victim(s) will be spoken to using the Restorative Justice approach.
- The bully will be helped and encouraged to reflect on his/her behaviour.
- The bully will be helped to change his/her behaviour which may include practical measures such as a change of seating or grouping. This will be discussed with the Senior Management team and Designated Safeguarding Lead.

How does Academy disseminate an anti-bullying message?

- The topic of bullying is addressed and discussed in class, assemblies and PSHCE lessons. Pupils are made aware of what constitutes bullying and encouraged to tell an adult if they have any concerns.
- Pupils who are not comfortable approaching an adult may place their worry inside the class 'worry box' where it will be addressed by the class teacher.
- National Anti-Bullying Month will be marked annually as an Academy.
- Staff always model positive behaviour towards others and reward kindness.

Whitehill Community Academy

ANTI BULLYING POLICY: A GUIDE FOR PARENTS



'Opening minds, unlocking potential and celebrating success'.

Is it Bullying?

Bullying is deliberate hostility or aggression, directed at a vulnerable target. It can also include an attempt to coerce someone into doing something that they do not want to do.

Bullying is repetitive.

One-off incidents and disagreements or arguments are *not* bullying.

What types of bullying are there?

- PHYSICAL
- VERBAL
- EMOTIONAL
- CYBER
- INDIRECT OR MANIPULATIVE

What are the signs of bullying?

- Reluctance to go to school.
- Beginning to underachieve.
- Clothes or belongings becoming damaged or "lost".
- Becoming withdrawn.
- Not eating or sleeping well.
- Unexplained bruises / scars.
- Change in behaviour, such as becoming disruptive.
- Unexplained obsessive behaviour.
- Frequent complaints of illness.



<https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents>

Why are some children targeted?

Children become targets because bullies *need* victims. Bullies will look for something to focus on if they find a vulnerable child who reacts.

What is the staff procedure for teachers dealing with an allegation or incident of bullying?

- Reports of bullying will always be taken seriously and will be addressed within 24 hours.
- Information will be shared with Senior Management or the Designated Safeguarding Lead.
- Any allegations of bullying will be thoroughly investigated.
- All parties involved (including bullies) will be questioned in a firm but friendly and compassionate manner.

Which procedures are in place to prevent bullying?

- The Academy delivers a clear message, to staff, parents and pupils that bullying in any form will not be tolerated.
- Staff are well trained in the identification of bullying and the policies and procedures to be followed. At least two members of staff will supervise games and outdoor playtimes.
- Classes establish and agree on a set of golden/class rules, of which they are reminded frequently.
- Pupils are given strategies to manage challenging interactions or behaviours.



Bullying is often motivated by real or perceived difference. This can be:

- DISABILITY
- RACIST
- RELIGIOUS
- CULTURAL
- SEXUAL
- HOMOPHOBIC