

Policy on Anti-Bullying

For Board of Trustees and Board of Proprietors

Student Management-Health & Safety

To be read in conjunction with the Socially Safe Environment Policy and Cyber Safety Management Policy

RATIONALE

It is incumbent on Woodford House to ensure a physically and emotionally safe learning environment. The School defines bullying as repeated and deliberate behaviour that may cause harm to another person. Bullying can take many forms including being physical, verbal, emotional, sexual, racial, homophobic, transphobic and cyber misuse. Bullying can include indirect bullying; ie deliberate acts of exclusion or spreading untrue stories aimed to hurt/intimidate.

In a bullying incident there are likely to be three parties involved; bystander, bully and person who is being bullied. Students who are victims of bullying face physical harm and/or emotional stress that may result in reduced learning opportunities, long term damage, or withdrawal or worse. Bullies themselves may also suffer long term harm. The School seeks to foster a climate of trust where students feel able to inform others of bullying in the knowledge that it will be dealt with promptly and effectively, and that relationships harmed by bullying can be repaired.

AIMS

1. Woodford House fosters an inclusive and respectful school environment for all students.
2. All members of the School community (boards, teachers, non-teaching staff, students and parents) should have an understanding of what bullying is.
3. Bullying will not be tolerated.
4. All students and parents should be assured that they will be supported when bullying is reported and records will be maintained of reported bullying incidents.
5. All students, staff and parents are encouraged to identify potential bullying with a view to early intervention and prevention.
6. Parents/caregivers of students who experience bullying will be kept informed of any actions taken. Parents/caregivers of the bully will be kept informed of support offered, and actions requiring response.
7. The School will promote anti-bullying, cultural diversity and respect individual differences.

Reporting and Responding

The School recognises that the implementation of whole school prevention strategies is the most effective way of eliminating/minimising incidents of bullying within the community. This includes:

- a) Strong leadership
- b) Effective policies and procedures and
- c) Curriculum that supports:
 - i) Emotional learning and resilience

- ii) Enabling student voice
- iii) PLD/parent awareness
- iv) Data – monitor and identify need

In community:

- d) Supportive school ethos
- e) Promotes and respects values and diversity
- f) Maintain records of reporting bullying incidents
- g) Promotes responsive bystander behaviour

Procedures to be applied

1. All members of the School community should know what the School policy is on bullying and follow it when bullying is being investigated.
2. A victim of bullying may report the incident via the school provided digital channels or to any member of staff, student or family member.
3. All cases of alleged bullying will be recorded by staff responsible for handling the issue.
4. We will provide assurance to those reporting bullying that the incident will be taken seriously.
5. In serious cases parents will be informed and asked to attend a meeting to discuss the problem.
6. If necessary, at the discretion of senior staff, external agencies may be involved as appropriate.
7. The bullying behaviour or threats of bullying will be taken seriously and will be promptly investigated and appropriate interventions pursued.
8. Reasonable attempts will be made to assist identified bullies to change their behaviour.
9. In cases of serious violence or extreme emotional harm the School has authority, and may exercise this authority, to stand-down, suspend or exclude in accordance with its behaviour management policy and Ministry regulations.
10. The School will acknowledge alleged bullying that occurs and take appropriate steps to support students (this may include cases of alleged cyber-bullying).
11. The building of relationships by restorative practice will be paramount.
12. In cases of online bullying, staff may request to see material from electronic devices.

GUIDELINES

1. Ensure that this policy is widely and regularly communicated to the School community.
2. Always act in a consistent, professional and fair manner in dealing promptly with complaints of bullying.
3. Take all necessary and reasonable steps to prove cases of bullying and to ensure that they cease. Investigate the facts from all points of view and understand the concerns of individuals involved.

4. Provide appropriate training for staff in identifying and reporting on bullying.
5. Use a range of proven techniques in enhancing the physical and emotional safety of the school; such techniques may include restorative practices, peer mediation, counselling, use of curriculum content, etc. and promote responsible bystander behaviour.
6. Provide support for students and awareness material for parents to assist them in recognising cases of suspected bullying.
7. Survey students and parents periodically to collect data on bullying as part of wellbeing or health surveys.

This Policy will be reviewed as required or triennially.

Reviewed _____ Signed for the BOT

22 October 2024 Date

_____ Signed for the BOP

26 November 2024 Date

Next scheduled review: Term 2, 2027

Last review; 27 July / 17 August 2021