

# Westfield Arts College

## **Anti-bullying Policy**

|                                  |                             |                                                                                                                 |
|----------------------------------|-----------------------------|-----------------------------------------------------------------------------------------------------------------|
| <b>Reviewed by committee</b>     | <b>Personal Development</b> | <b>Policy type: Statutory</b>                                                                                   |
| <b>Adopted by Governing Body</b> | <b>12/05/2025</b>           | <b>Review cycle: Two yearly</b>                                                                                 |
| <b>Date for next review</b>      | <b>Summer 2027</b>          | <br><b>Signed by Chair:</b> |

## **Policy on Anti-Bullying**

### **Rationale:**

- We want our school to be a warm welcoming community where all members are encouraged to tell adults and peers if bullying is taking place.
- We believe it is the basic right of pupils and adults to feel secure at school. Our anti-bullying policy promotes the importance of feeling safe, creating a sense of positive wellbeing for all members of the school community.
- The policy is positive rather than punitive and is based on trust and good relations amongst all within the dynamic of Westfield.
- The staff, governors, parents and pupils at Westfield take the issue of bullying very seriously and will not tolerate it at any level.

### **Objectives:**

- To ensure all pupils are educated within a culture of mutual respect and tolerance.
- To promote a cohesive and positive approach to the issues of bullying and to provide a framework for a consistent and agreed response.
- To give all pupils positive strategies for responding to incidents of bullying.
- To help adults, including parents to respond to issues of bullying.

### **What is bullying?**

- Bullying is detrimental behaviour, both physical and verbal which involves a real or perceived power imbalance.
- Bullying is behaviour by an individual or group, repeated over time, which intentionally hurts another individual or group either physically or emotionally.

### **Bullying can take many forms:**

- Physical: hitting, kicking, taking belongings.
- Verbal: name calling, insulting, making offensive remarks.
- Indirect: spreading unpleasant stories about someone, exclusion from social groups, being made the subject of malicious rumors.
- Cyber-bullying: the use of technology to generate the above. This has a potentially bigger audience and includes emails, text and social network sites.

## **Implementation**

- Our response to any reported incident will be fair, proportionate and guided by the context of the situation and all involved.
- We raise awareness and support members of the school community in a variety of ways;
  - Class charters
  - Assemblies
  - RSHE curriculum (Personal Social and Health education)
  - Pupil and Parent questionnaires
  - Staff well-being questionnaires
  - School Council
  - Targeted individual and group work where appropriate
  - Emotional Literacy work in classes, small groups or individual basis

## **How to respond to incidents of bullying**

- When a child discloses a bullying incident the class teacher will follow procedures outlined in the school behaviour policy.
- All incidents will be recorded in line with school policies.
- All parents/carers are encouraged to report incidents to the class teacher in the first instance.
- Protective and educational consequences will be implemented where appropriate.
- Parents will be informed, of both the perpetrator and the victim.
- Further consequences, such as parents meetings, Safer Schools work and suspensions, will be implemented if the frequency of incidents continues.

## **Resources**

- Dorset Therapeutic Thinking training and tutors
- RSHE resources
- Assembly resources
- Websites e.g. NSPCC
- Zones of Regulation and other Emotional Literacy resources
- Safer Schools link worker

## **Other documentation**

- Therapeutic Behaviour policy
- Safeguarding Policy and Procedures
- Staff Code of Conduct
- RSHE policy
- Online Safety policy
- Equality Information and Objectives

Policy No : 16 Anti-Bullying Policy Summer 2025. To be reviewed Summer 2027

- Equality Act 2010
- DfE advice including Working together to Safeguard Children (Last updated Sept 2023)