



FOUNDATION FOR GROWTH

**WOOTTON PARK
ACADEMY TRUST**

'Ipsum quod faciendum est diutius'

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| Title | Anti-bullying and the Prevention of Bullying Policy |
| Trust | Wootton Park Academy Trust |
| Applies to | All Academies within Wootton Park Academy Trust |
| Year | 2025/2026 |
| Author | Head of School |
| Trustee Link | Safeguarding Trustee |
| Date approved by FTB | March 2026 |
| Review Date | March 2027 |

Anti-Bullying and the Prevention of Bullying Policy

Objectives of this Policy

The Anti-bullying and Prevention of Bullying Policy outlines what our school will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. This policy will be disseminated to the whole school community and reviewed regularly. This policy is underpinned by the core values of Wootton Park Academy Trust: kindness, teamwork, positivity, respect and responsibility. These values guide behaviour, relationships and expectations across all Trust schools and are incompatible with bullying of any form.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis;
- Is aware of the potentially serious actions that can follow bullying. These include psychological damage as well as self-harm and in extreme cases suicide;
- Supports staff to promote positive relationships and identify and tackle bullying appropriately;
- Ensures that learners are aware that all bullying concerns will be dealt with sensitively and effectively; that learners feel safe to learn; and that learners abide by the anti-bullying policy;
- Report back to parents/guardians/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ guardians/carers in turn work with the school to uphold the anti-bullying policy;
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other relevant organisations when appropriate.

Aims

We are committed to providing a caring, friendly and safe environment for all of our learners so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our school. We recognise that bullying can be very harmful and all incidents are treated very seriously. If bullying does occur, all learners should be able to report it and know that incidents will be dealt with promptly and effectively. All members of the school community should understand:

- the definition of bullying and that it will not be tolerated in our school;
- the school policy on bullying and know how to follow it when bullying is reported;
- that support will be given when bullying is reported;
- that through monitoring, reviewing and training, the school aims to develop a positive atmosphere where learners feel confident to tell if they are being bullied and that bullies can change.

Forms of Bullying and harassment covered by this Policy:

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture;
- Bullying related to special educational needs;
- Bullying related to appearance or health conditions;
- Bullying related to sexual orientation and gender/transgender concepts;
- Bullying related to family type;
- Bullying of young carers or looked after children or otherwise related to home circumstances;
- Sexist or sexual bullying;
- Cyber bullying.

Tackling Bullying Across Wootton Park Academy Trust

Wootton Park Academy Trust is committed to providing a caring, friendly and safe environment for all learners across its schools so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our school.

We recognise that bullying can be very harmful and all incidents are treated very seriously. If bullying does occur, all learners should be able to report it and know that incidents will be dealt with promptly and effectively.

All members of the school community should understand:

- the definition of bullying and that it will not be tolerated in our school;
- the school's stance and approach on bullying and know how to follow it when bullying is reported;
- that support will be given when bullying is reported;
- that through monitoring, reviewing and training, the school aims to develop a positive atmosphere where learners feel confident to tell if they are being bullied and that bullies can change.

Definition of bullying: The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

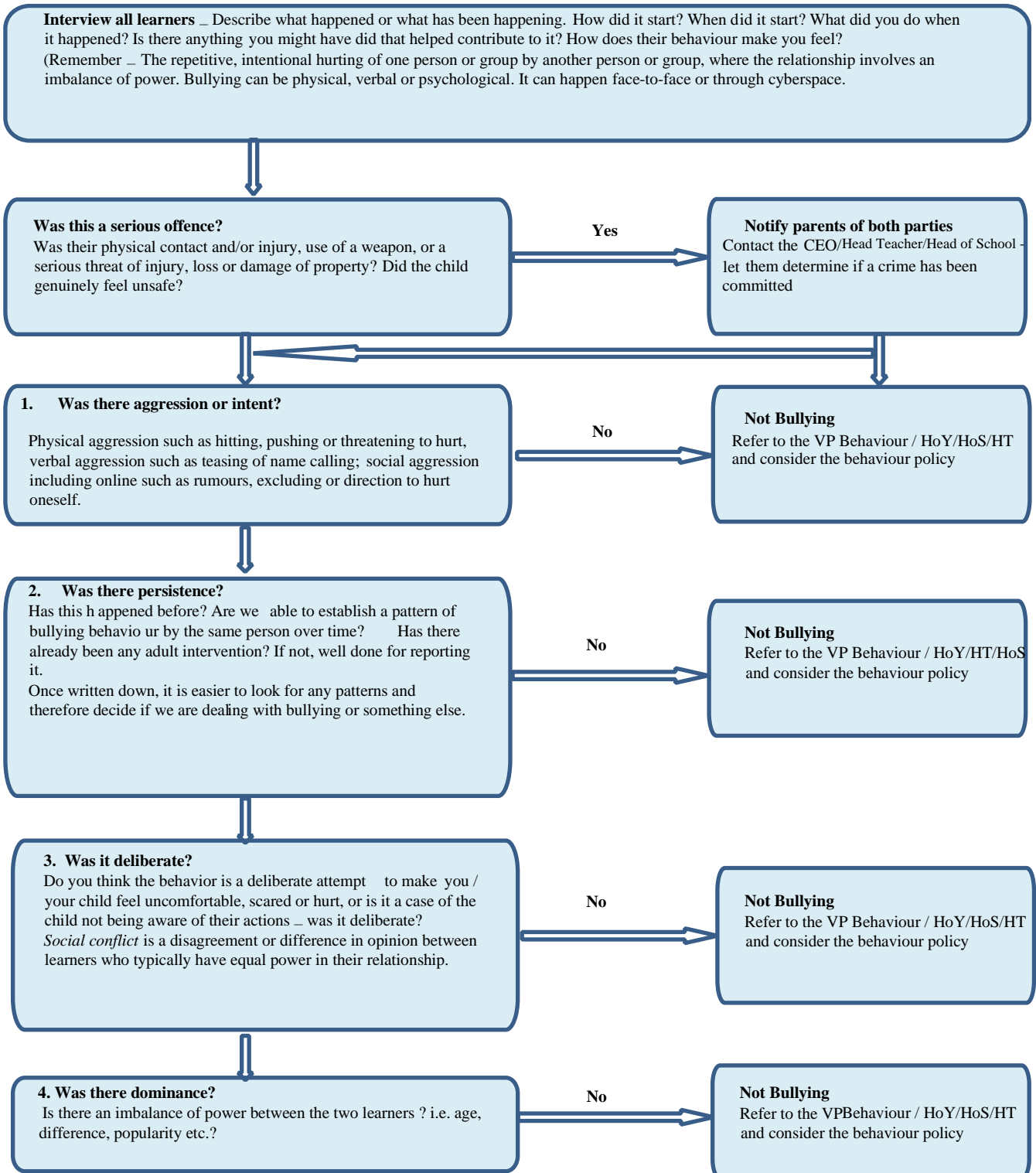
What we will do if a case of possible bullying is reported

If a case of possible bullying is identified, the school will apply the 'Is it Bullying Framework'. This process will test the accusation and determine if it falls within the school's definition of bullying.

Once tested, the staff member dealing with the allegation will implement the 'What Happens if Bullying Occurs' process to ensure the allegation is dealt with robustly, fairly and in a timely manner.

‘Is it Bullying?’ Framework

When a learner, parent or staff member uses the word 'bullying' to describe an incident involving a learner, or if bullying behaviour is suspected, the following flow chart / framework will be used to assess if we are indeed dealing with a bullying incident or social conflict. Unfortunately, the term 'bullying' is often misused to describe conflict between two individuals.



If the answers to questions 1 to 4 are no, the incident will be documented as general behaviour in the learner's file, but not specifically as 'bullying'. Parents will be contacted and a consequence assigned.

What Happens if Bullying Occurs

