



# Anti-Bullying Policy

## 1. Introduction

### 1.1 Purpose of the Policy

This Anti-Bullying Policy underscores our unwavering commitment to create a safe, respectful, and congenial environment for all members of the Willow Tree Community. This policy sets out the framework within which our group seeks to prevent, address, and eliminate bullying in all forms.

### 1.2 Scope

This policy applies universally to all students, staff, educators, and associated personnel across the educational group.

### 1.3 Definitions

Bullying is defined as repetitive, intentional hurtful behaviour, manifested verbally, physically, or online, directed at an individual or group by another individual or group, where the relationship involves an imbalance of power. Examples include:

- Verbal: teasing, taunting, threats.
- Physical: hitting, pushing, theft.
- Cyberbullying: Online harassment via various digital platforms.

## 2. Statement of Intent

### 2.1 Commitment to Safeguarding

Willow Tree Community Classroom is dedicated to safeguarding and promoting the well-being of all its members by protecting them from maltreatment, preventing impairment of their mental and physical health or development, and ensuring safe and effective care as a paramount concern.

### 2.2 Legal Framework

This policy adheres to the statutory requirements laid out in the Equality Act 2010 and is guided by the Department for Education's (DfE) advice titled "Preventing and Tackling Bullying".



## 2.3 Links to Other Policies

This Anti-Bullying Policy is integrally linked with the Behaviour Policy, Safeguarding Policy, Online Safety Policy, and others, ensuring a comprehensive approach to prevent and address bullying.

## 3. Preventive Measures

### 3.1 Education and Awareness

Regular education and awareness will be implemented in which the anti-bullying culture of Willow Tree is promoted, ensuring that all parties understand the anti-bullying policy and are clear on the roles they can play to prevent bullying.

### 3.2 Culture and Environment

Willow Tree promotes a supportive and inclusive culture where diversity is respected, and every person feels secure. Celebratory events highlighting inclusivity and awareness contribute to a positive culture.

### 3.3 Roles and Responsibilities

- **Staff:** To model positive behaviour and to intervene in any instances of bullying.
- **Learners:** To adhere to the policy, report any incidents of bullying.
- **Parents/carers:** To support their children and Willow Tree in upholding the anti-bullying policy.

## 4. Procedures for Reporting Bullying

### 4.1 Reporting Mechanisms

A clear and accessible process will be in place for learners and staff to report bullying incidents confidentially. Willow Tree will provide a reporting system directly through Abbey and reports can be made via the Willow Tree email address.

### 4.2 Investigation Procedures

Upon reporting, Willow Tree will ensure a prompt and thorough investigation. Every reported incident will be documented and handled by experienced personnel, ensuring fairness and confidentiality.



### **4.3 Support for Affected Learners**

Provision of comprehensive support services such as pastoral care will be provided to victims of bullying where possible. Willow Tree will assist affected students to overcome the emotional challenges associated with bullying and assist families to access alternative channels for further support for bullying.

## **5. Actions Against Bullying**

### **5.1 Disciplinary Measures**

Clear, fair, and proportionate disciplinary measures shall be applied to students who are found to have bullied others. Communication and collaboration with parents/carers to decide the best course of disciplinary action.

### **5.2 Communication with Parents**

Parents/carers will be notified of a bullying incident involving their children as appropriate. Willow Tree commits to maintaining transparency and collaboration with parents in resolving such issues.

### **5.3 Monitoring and Review**

All recorded incidents will be monitored to identify patterns and ensure the effectiveness of the existing policy. Regular reviews will be conducted to adapt and improve policy measures.

## **6. Training and Development**

### **6.1 Staff Training**

Continuous professional development will be provided to all staff on recognizing, responding to, and managing bullying effectively within the Willow Tree environment.

### **6.2 Learners**

Sessions will regularly empower learners with the skills to identify, resist, and report bullying.



## **7. Policy Review**

### **7.1 Review Schedule**

The anti-bullying policy will be reviewed annually to ensure its relevance and effectiveness. Feedback from stakeholders will be actively sought during the review process.

### **7.2 Policy Updates**

Any changes to the policy will be comprehensively communicated through official channels to ensure that all members of the Willow Tree Community are informed.

## **8. Appendices**

### **8.1 Useful Contacts**

A list of internal and external contacts for support and advice related to bullying:

Willow Tree Community Classroom – Abbey Curtis: [willowtreelearning@outlook.com](mailto:willowtreelearning@outlook.com)

NSPCC [Helping Children Deal with Bullying & Cyberbullying | NSPCC](#)

Young Minds [Bullying | How To Deal With Bullying and Getting Help | YoungMinds](#)

Childline [Bullying and cyberbullying | Childline](#)