

Anti-Bullying Policy

At **Winterstoke Hundred Academy**, we take bullying seriously. Our motto is "**Be Safe, Be Kind, Work Hard**," and we believe that all of our students deserve to feel safe, respected, and happy during their time at school. Bullying has no place here, and we want to ensure that everyone understands what bullying is, how to deal with it, and how we work together to stop it.

Sometimes, we may not know if something bad is happening, which is why it's important that you tell us if you are being bullied, or if you see someone else being bullied. This policy outlines what you can do if you're affected by bullying and how we can support each other to stop it.

What is Bullying?

Bullying is any action that makes someone feel uncomfortable, scared, hurt, upset, threatened, or angry. It happens repeatedly, on purpose, and with the intention of upsetting someone. Bullying can target individuals because of their race, religion, gender, disability, or other personal characteristics.

Types of Bullying:

- **Emotional Bullying:** Hurting someone's feelings, leaving them out, or making them feel worthless.
- **Physical Bullying:** Punching, kicking, pushing, spitting, hair-pulling, or any physical harm.
- **Verbal Bullying:** Teasing, name-calling, or using hurtful hand signs.
- **Cyberbullying:** Sending hurtful messages, images, or posts via text, email, or social media.
- **Racist Bullying:** Using names or hurtful language based on someone's race or the colour of their skin.
- **Homophobic Bullying:** Bullying someone because of their gender or sexuality (e.g., calling someone gay or lesbian to hurt their feelings).

- **Transphobic Bullying:** Bullying someone who identifies as transgender, meaning their gender identity doesn't align with their birth sex.
- **Disablist Bullying:** Bullying someone because of a disability.
- **Sexist Bullying:** Bullying someone because of their sex, whether they are a boy or a girl.
- **Sexting:** Sending inappropriate pictures, videos, or messages, often referred to as 'rude pics' or 'nude selfies'.
- **Sexual Harassment:** Making someone feel uncomfortable through sexual comments, actions, or unwanted physical contact. This can happen online, on social media, or in person.

What to Do if You Are Being Bullied:

DO:

- Ask the bully to STOP.
- Ignore the bully if possible.
- Find a trusted member of staff and talk to them.
- Walk away from the situation.
- Use the worry box to report bullying.
- Talk to a friend, a parent, or an adult.
- **TELL SOMEONE!** You are not alone.

DON'T:

- Do what the bully asks.
- Get angry or upset in front of the bully.
- Think it's your fault.
- Hide the problem or keep quiet.

Remember: It's never your fault, and you shouldn't feel scared to talk to someone. If you tell an adult, we can take action to stop the bullying.

What Should I Do if I See Someone Else Being Bullied?

If you see someone else being bullied, it's important to **speak up**. Tell an adult right away. Silence allows bullying to continue, and we all have a role in stopping it.

Who Can I Talk to?

If you or someone you know is being bullied, it's important to talk to someone. You can speak to:

- A teacher
- A member of staff
- Your parents or carers
- A friend or trusted peer
- Trusted adult in school
- Safeguarding team
- Head of house
- Raising attainment lead
- ANYONE!

By talking to someone, you help us ensure that the bullying stops and doesn't happen again.

How Bullying is Dealt with at Winterstoke Hundred Academy

When bullying is reported or suspected, it will be taken seriously and dealt with promptly. A member of staff will speak to everyone involved, gather details, and ensure the situation is addressed.

The following steps may take place:

- The person involved will be spoken to about their behaviour and why it's wrong.
- The incident will be dealt with in line with the school's behaviour policy.
- Appropriate consequences will be given if the bullying continues.

Our aim is to ensure that bullying is stopped, and that everyone feels safe and supported in our school community.

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