

FEELING SAFE AND HAPPY AT HAYWOOD VILLAGE ACADEMY

At Haywood Village Academy, we want to make sure that you feel **safe, looked after and happy** when you are in and out of school. Sometimes we do not know if something is making you feel worried or sad, so you must tell us.

REMEMBER - SHARE YOUR WORRIES TO KEEP SAFE!

WHAT IS THIS POLICY?

Our school has a Behaviour Policy, which includes Anti-bullying for staff, families, and our Academy Council. This child friendly policy is written for **you**, in a way that makes sense to you, and is much shorter. Miss Johnson is our Anti-bullying coordinator at HVA.

WHAT IS IT FOR?

This policy is to help you understand who you should speak to if you feel that you are being bullied in school. We take bullying seriously at Haywood Village Academy.

WHAT IS BULLYING?

Bullying behaviour is any action which makes you feel uncomfortable, scared, hurt, upset, threatened or angry. Bullying is when it keeps on happening, it is repeated, it's on purpose and is meant to upset someone, someone may target you and plan to be unkind towards you using their words or their actions. It can be aimed at certain groups of children and include protected characteristics e.g. race, religion, gender, disability.

TYPES OF BULLYING

Emotional: Hurting other people's feelings, leaving you out

Physical: Punching, kicking, spitting, pushing, hitting, hair pulling, dragging along, sweeping off your feet, knocking into people.

Verbal: Being teased, name calling or using hand signs

Cyber: Saying unkind things by text, email and online or sending unkind images

Racist: Calling you names because of the colour of your skin

Homophobic: Bullying someone because of their gender or sexuality; calling someone gay or lesbian to hurt their feelings would be homophobic.

Transphobic: Bullying someone who identifies as trans (a person whose sense of identity and gender does not match with their birth sex).

Disablist: Bullying someone because of a disability

Sexist: Bullying someone because of their sex (whether they are a boy or a girl).

Inappropriate/ unwanted touch: Using sexual language, saying rude things, or touching you without your consent/ permission, which makes you feel uncomfortable. This can happen online via social media or face to face.

WHAT TO DO IF YOU ARE BEING BULLIED

DO:

- Ask them to STOP.
- Ignore them.
- Find a member of staff.
- Walk away.
- Use a worry box to tell the teacher.
- Talk to a friend or a parent.
- TELL SOMEONE!

DON'T:

- Do what the bully says.
- Get angry or upset.
- Think that it's your fault.
- Hide the problem.
- Always remember it is not your fault and you are never alone.
- You shouldn't be scared to talk to someone if you are being bullied. If you talk to an adult, we can make the bullying stop.

What should I do if I see someone else being bullied?

Tell an adult straight away. Don't stay silent or be a bystander as the bullying will keep on happening.

WHO CAN I TALK TO?

It is important that you tell someone if you are being bullied, or you notice someone else being bullied. Speaking to someone like your mum, dad, carer, teacher will mean that we can make sure the bullying stops and doesn't happen again.

HOW DO WE DEAL WITH BULLYING?

If bullying is reported or suspected, it will be dealt with immediately by a member of the senior leadership team. The young people involved will be spoken to and an account of the incident will be recorded.

This may involve talking to all children about the behaviour, what happened and why it is wrong. The incident will be dealt with in line with the school behaviour policy and an agreed consequence will be given for any repeat of the same behaviour. Parents and carers will be informed and have meetings with the senior leadership team.