



### **Key Information Regarding Westlands Anti-Bully Protocol**

Westlands is proud to be a fully inclusive school and one that believes in creating a safe, secure and welcoming space for staff and students alike.

**Respecting the Diversity** of others is a key message that we are committed to here at Westlands and we seek to embed these and our other Core Values on a daily basis. In supporting each other, we are building Resilience that can enable all pupils to **Aspire** and **Achieve** now and in the future.

#### **WHAT IS BULLYING?**

- It is deliberate, hurtful behaviour;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves;
- It is difficult for those who bully to learn new social behaviours;
- Those who bully have and exercise power inappropriately over others.

**All forms of bullying can be damaging to the development of both the person being bullied and the person bullying. Bullying can take many forms, but the main types are:**

Physical pushing, hitting, kicking, punching, taking belongings or an act of violence with intent to harm;

Verbal name calling, insulting, threats/intimidation or making offensive remarks;

Indirectly spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours;

Cyber tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology e.g. social networking sites (Facebook, Twitter, Snapchat, Instagram).

#### **What to do if you are a victim of bullying:**

- **Contact your community via phone or e-mail your Community Pastoral Support Manager as displayed on our website.**
- **If out of school hours, use Safetext to highlight the issues and the community will follow up - 07840756950.**
- **At break or lunchtime speak to a Peer Mentor who will assist by listening to the issue and then support you in explaining this to a PSM in M1/M2.**

**This document has been discussed and endorsed by the Pupil Voice Committee at Westlands 2018.**

