

## Personal Development at William Booth

### What does Anti-Bullying look like at William Booth?

Research studies frequently show that the prevalence and impact of bullying are all too often underestimated by people working in schools. It has also been found that bullying disproportionately affects children with SEND, children from disadvantaged backgrounds and those that might be the victims of discrimination. At William Booth we realise that it could always happen here, and are committed to preventing it wherever possible, and addressing it wherever it arises.

From our **BELIEVE** values to our curriculum, lots of aspects of whole school life support us in these efforts. But when necessary a specific **Anti-Bullying policy** - and more importantly the practice which it outlines - comes into play.

1) For any reported or observed case of bullying, children and grown-ups are supported to **identify** whether there is bullying, or if it is a case of more broad social issues. The simple model is that bullying happens

**Several Times On Purpose**. In older years it can also be recognised as being **Targeted, Uneven and Persistent**.

2) A specific Anti Bullying document is completed, so that concerns are **recorded** and an **action plan agreed**, with all relevant children and adults (involving direct work, clear communication and escalating consequences).

3) Crucially **monitoring** and review timescales are agreed. We will not stop taking actions until we're confident that any bullying has stopped.



### What is the impact?

Whilst we will never become complacent, we are proud that bullying incidences are very rare. This reality is verified in our annual pastoral survey responses and feedback from parents and carers.