

Weatherhead High School

A high performing academy providing excellence for all

Anti-Bullying Policy

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Weatherhead High School Anti-Bullying Policy

Weatherhead High School is a place where young people flourish both academically and socially. We aim to foster a healthy and safe environment where individuals take responsibility for themselves and show respect for others.

1. STATEMENT OF INTENT

Weatherhead High School is committed to ensuring that students learn in a supportive, safe and caring environment. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

Bullying is an anti-social behaviour that is unacceptable in our school community. If bullying does occur, all students should be able to tell someone and know that any incidents will be dealt with seriously.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at the school.

2. POLICY AIMS

All students, parents and staff understand what bullying is. Staff and Governors should follow the school policy when bullying is reported.

All students and parents should know what bullying is and inform a member of staff if bullying happens.

3. DEFINITION

Bullying and any behaviour that deliberately intends to upset, threaten, intimidate or scare another person or group. It is repeated and usually unprovoked and can continue for a prolonged period. It should not be confused with normal teenage arguments where individuals break friends.

Bullying can be:

- Emotional – being unfriendly, excluding someone, etc.
- Physical – pushing, knocking, hitting, punching or any violent action.
- Racist – racial taunts, names, graffiti, etc.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on, the issue of sexuality.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Cyber – this encompasses all areas of the internet, misuse of social media platforms, mobile threats by text messaging and calls. Misuse of technology, such as camera and video facilities.
- Disability/SEN – focusing on a disability or a special educational need.
- Home circumstance – targeting others because of a particular home circumstance or because they are looked after.

4. ROLES AND RESPONSIBILITIES

4.1 TEACHERS AND SUPPORT STAFF

Teachers and support staff are responsible for setting the tone and context for a safe and stimulating environment within the classroom. They will:

- Receive training on identifying and dealing with the different types of bullying.
- Be alert to social dynamics in their class.
- Be available for pupils who wish to report bullying.
- Respond to bullying in a reasonable, proportionate and consistent manner.
- Safeguard the student who has been bullied and to ensure that they are supported.
- Be alert to possible bullying situations, particularly exclusion from friendship groups, and prevent, de-escalate, end/or stop any type of bullying
- Understand the composition of pupil groups, showing sensitivity to those who have been the victims of bullying.
- Report any instances of bullying once they have been approached by a pupil for support.
- Challenge any individual or group who have caused bullying and ensure that sanctions are put in place to ensure that they learn from their experience and amend their behaviour.

4.2 STUDENTS

Students must:

- Inform a member of staff if they witness bullying or are a victim of bullying.
- Not make counter-threat if they are victims of bullying.

4.3 PARENTS

Parents must:

- Inform their child's year leader if they have any concerns that their child is the victim of bullying or involved in bullying in any way.
- Be watchful of their child's behaviour, attitude and characteristics and inform the relevant staff members of any changes.

5. REPORTING

When investigating a bullying incident, the following procedures will be adopted:

- Pupils will complete a written account of the incident and it will be passed to their Year Leader.
- Year Leaders will subsequently investigate the incident and record their outcomes.
- Senior Leaders will monitor bullying incidents and records will be kept.
- Parents and Carers will remain informed throughout.

Each incident of alleged or actual bullying will be different. It is therefore important that the school is given the opportunity to tailor a strategy to deal with the incident.

6. PREVENTION

As a school we promise to do our best to prevent bullying wherever possible and to try to help overcome it when it is reported.

How will we do this?

- Our Home/School Agreement involves students, parents, carers and teachers in setting out what we expect of each other as a caring community.
- Reports of bullying from parents and carers will be dealt with swiftly within the school.
- The Framework for Learning sets out our agreement in school to behave in a decent, caring and thoughtful way towards each other.
- All students have PSHCE lessons which cover bullying and how to deal with it during each school year.
- A straightforward means of reporting bullying is always available to students and staff.
- All staff at Weatherhead, including teachers, Year Leaders, Tutors, Support Workers, Lunchtime Supervisory staff and support staff, will take seriously any report of bullying and will act upon it immediately.
- We shall always try to keep students aware of the issue of bullying through Tutor Time, assemblies and in lessons whenever it is appropriate.
- Students have access to supervised places during their free time if they feel threatened or wish to be alone.
- Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work. Diversity, difference and respect for others will be promoted and celebrated through various lessons.
- Opportunities to further educate students regarding anti-bullying will be provided through participation in special events, e.g. Anti-Bullying Week.

7. Monitoring & Review

This policy is reviewed and monitored every two years by the Assistant Headteacher, Behaviour and Attitudes. At each review, this policy will be approved by the Headteacher and Governing Body.