



Standing together against bullying behaviour, empowering one another & providing a safe space for our community

School statement on bullying behaviour

The Weald School does not tolerate bullying behaviour. This school is a place where every person has the right to be themselves in a safe and happy environment. Everyone at The Weald is equal and should be treated with respect.

Aims and purposes of the policy

As a community, it is everyone's responsibility to make sure bullying behaviour is not accepted. At The Weald, the safety, welfare and well-being of all students and staff is our top priority. We value respect, equality and diversity and use our ethos as a driving force to help our students reflect those both in The Weald and the wider community. We are determined to maintain and improve our approach to bullying behaviour, harrassment and discrimination by openly communicating, assessing and dealing with incidents.

1. Definition of bullying behaviour

Bullying behaviour is hurtful or unkind behaviour which is deliberate and repeated. Bullying behaviour can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Attacking property	Such as damaging, stealing or hiding someone's possessions
Gender/homophobia/identity	Physical, verbal or indirect abuse against someone's sexuality or gender identity i.e homophobia, transphobia, genderism

No form of bullying will be tolerated and all incidents will be taken seriously.

Reporting bullying

STUDENTS WHO ARE BEING TARGETED: If a student is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher - such as a form tutor, head of house or any other teacher
- Report to an Anti Bullying Ambassador who can be found in the school safe space (D3) every lunch time
- Report bullying by:
 - Emailing anonymously: help@theweald.org.uk
 - Using the anonymous school bullying reporting box in student reception
- Call ChildLine to speak with someone in confidence on 0800 1111

Reporting - roles and responsibilities

STAFF: All school staff, both teaching and support staff, have a duty to report bullying, to be vigilant to the signs of bullying behaviour and to play an active role in the school's efforts to prevent bullying behaviour. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team.

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying behaviour. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the relevant head of house.

STUDENTS: Students should not take part in any kind of bullying and should watch out for potential signs of bullying behaviour among their peers. They should never be bystanders to incidents of bullying behaviour. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on CURA and also record the incident
- Designated school staff will monitor CURA and information recorded, analysing and evaluating the results
- Support from the pastoral team will be offered to those who are the target of bullying
- Staff will respond to the perpetrator, who may require support from the pastoral team, peer mentors or through the use of restorative justice
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities need to be involved, particularly where actions take place outside of school

Bullying outside of school

Bullying behaviour is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be

challenged by staff and recorded and monitored. Actions and sanctions, if appropriate, will be taken for students and staff found using any such language.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A student-friendly anti-bullying policy ensures all students understand and uphold the anti-bullying policy
- The RSHE programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions
- Whole-school and year group assemblies help raise students' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT History Month, et al
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and students across the school

As a school we will provide:

- Peer mentoring and student-led programmes offer support to all
- Restorative justice support to targets of bullying and those who show bullying behaviour
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with groups and through the anti-bullying survey
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate

Training

The head teacher is responsible for ensuring all staff (both teaching and support staff) receive regular training on all aspects of the anti bullying policy.

Monitoring and reviewing


The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with students.

The policy is reviewed every 3 years, in consultation with the whole school community including staff, students, parents and carers and governors.

It is important that all students are aware that the school will take the reports of bullying behaviour seriously and respond appropriately; but also understand that the person

carrying out the bullying behaviour can (and is encouraged) to change. The 'sanctions' are moderately chosen to try and encourage and support the person carrying out the behaviour to change their ways, and realise that what they were doing was wrong and should not be repeated.

Date of last review: January 2022

Head teacher signed: 

Chair of Governors signed: