



# Weavers Academy Anti-Bullying Document

**This document is an integral part of our Behaviour Policy**

The *Safe to Learn: Embedding anti-bullying work in school* (DCSF 2007) policy document states that:

*Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported. There is no place for bullying in our schools and communities and each of us involved in education has a role in creating a culture in schools where bullying is not tolerated. No child deserves to suffer the pain and indignity that bullying can cause. We recognise the negative impact it has on the educational experiences and wider development of so many of our children and young people.*

*Bullying has no place anywhere in the school community, and this applies both to the bullying of pupils and teachers. Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community.*

At Weavers we take Bullying very seriously. Our aim is to ensure that all members of the school community feel welcome, safe and are happy to learn and make progress. Bullying severely hampers this from happening.

Ensuring our community is free from bullying is a fundamental part of the expectations of the *Every Child Matters* Agenda.

## **What is Bullying?**

Bullying may be defined as “Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”. It may include some of the following behaviours:

- **Emotional Bullying**  
Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical Bullying**  
Pushing, kicking, hitting, punching or any use of violence.
- **Racist Bullying**  
Racial taunts, nicknames, graffiti, gestures, comments about religion.
- **Sexual Bullying**  
Unwanted physical contact or sexually abusive comments.
- **Homophobic Bullying**  
Because of, or focussing on, the issue of sexuality.
- **Verbal Bullying**  
Name-calling, sarcasm, spreading rumours, teasing.
- **Cyber Bullying**  
All areas of internet, such as email and internet chat-room misuse; mobile threats by text messaging & calls; misuse of associated technology, e.g. camera & video facilities.

**WEAVERS  
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Trust*



- **Prejudiced Based Bullying**  
Relating to SEN, sexual orientation, sex, race, religion and belief, gender reassignment or Disability.

The aims of our anti-bullying strategies and intervention systems are:

- To build and maintain an anti-bullying ethos.
- To ensure all members of our community have a clear understanding of what bullying is.
- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard and support a student who has experienced bullying.
- To apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience.

### **Weavers Academy Approach to Preventing Bullying**

- Our school leadership promotes an open and honest anti-bullying ethos.
- We use curriculum opportunities like PSHE and Citizenship, Curriculum Enrichment Days to discuss issues around diversity and draw out anti-bullying messages. The Social and Emotional Aspects of Learning (SEAL) programme, a whole-school and whole curriculum approach to developing social and emotional skills in areas such as empathy and the management of feelings, is also highly relevant to reducing bullying.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying (e.g. Anti-Bullying Week in November of each year; and whole-school assemblies).
- Promoting open and honest reporting, as well as awareness that bullying will be dealt with sensitively and effectively.
- Improving the school environment, looking in particular at staff supervision patterns; the physical design of the buildings and looking for ways to pass their break times calmly.
- Developing an ethos of looking after the younger students. E.g. Yr 11 Mentors for Yr 7 students, Canteen rota moves the younger students in first, Peer Mentoring development.
- Weavers Pupil Charter highly visible and promoted.

#### **“Time to talk”**

All Form Tutors give their students a time in the week where they are available to talk to.

The aim is to break down the barriers students might have in going to seek help and/or have a private chat about something difficult. The set



time gives the opportunity for the Form Tutor to know there is something wrong without the student needing to say “can I talk to you in private”.

### **Bullying Champions**

We are developing a network of Bullying Champions.

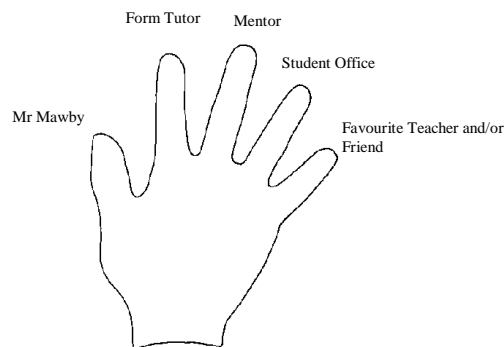
When in place senior students will act as mentors for boys being bullied. The identified Safe Space will be manned by sixth form volunteers for students to go and speak to.

Staff will be informed or it might just be someone to talk they need.

Sixth formers will be trained in mentoring and understanding basic needs and clearly know their role if a matter arises that is dangerous or a safeguarding concern.

### **Weavers Academy Approach to Responding to Bullying**

All pupils should have 5 people they feel comfortable confiding in they are experiencing Bullying or harassment. We call it the “Five Fingers of Faith”. E.g.-



Whoever is the chosen Finger of Faith will inform the pastoral team asap. From that point we will act immediately.

All members of the Weavers community can be 100% sure:

- Students feeling hurt by harassment will be treated in a caring and understanding way.
- Students who are found to be bullying or harassing others will be given one chance to change their behaviour towards the person feeling bullied or harassed.
- Should they choose not to take this chance they will be subject to serious school punishments.
- Parents of students on both sides will be informed as a matter of urgency.
- Students on both sides will be given support if needed.

This process completely relies upon quick communication of the problems.



## **Weavers Academy Approach to Reporting Bullying**

All incidents of Bullying and harassment are logged onto the System. This will help to allow us to monitor patterns and trends.

## **Weavers Academy Approach to Monitoring Our Anti-Bullying Document**

Our Anti-Bullying document is reviewed every 2 years by the governors. The school council review and develop the document every year.

This document has been developed using advice from the Local Education Authority and the Department for Children, Schools and Families publication *Safe to Learn: Embedding anti-bullying work in schools (2007)*.

**Pastoral Team**  
**Jan 2014**

## **Resources that parents and pupils might find useful**

### **Anti-Bullying Alliance (ABA)**

Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.  
Tel 020 7843 1901  
[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **National Society of Prevention of Cruelty to Children (NSPCC)**

NSPCC aims to end cruelty to children. Works with children and families, as well as influencing public policy and attitudes.  
Tel 0207 825 2500  
[www.nspcc.org.uk](http://www.nspcc.org.uk)

### **Parentline Plus**

Offers help and support through a range of free, flexible and responsive services by working for and with anyone who is parenting a child.  
Tel 0808 800 2222  
[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

### **Victim Support**

Staff and volunteers offer free and confidential information and support for victims of crime. Operates via a network of affiliated local charities, the Witness Service and the Victim Supportline. Currently developing specialist and outreach services for children and young people affected by crime and bullying.  
Tel 0845 3030900  
[www.victimsupport.org.uk](http://www.victimsupport.org.uk)

### **Leap Confronting Conflict**

Provides opportunities, regionally and nationally, for young people and adults to explore creative approaches to conflict in their lives.  
Tel 0207 272 5630.  
[www.leaplinx.com](http://www.leaplinx.com)

### **Beatbullying**

Aims to reduce and prevent the incidence and impact of bullying by devising anti-bullying strategies for young people by young people.  
Tel 0845 338 5060  
[www.beatbullying.org](http://www.beatbullying.org)

**Bully Free Zone**

Provides a peer mediation service, written and telephone advice, and provides training for children and young people, parents, teachers, youth workers and other professionals.

Tel 01204 454958

[www.bullyfreezone.co.uk](http://www.bullyfreezone.co.uk)

**Bullying Online**

Provides an email advice service for children and young people as well as online help and information, for schools as well as pupils.

[www.bullying.co.uk](http://www.bullying.co.uk)

**ChildLine**

Offers a free, 24-hour helpline and counselling service for children in distress or danger.

Tel 0800 1111

[www.childline.org.uk](http://www.childline.org.uk)

**Children: Homes, Advice and Teaching Ltd (C:HAT)**

C:HAT seeks to provide a complete support package for young people and the significant adults who are involved in their lives; through consultancy, behaviour management and children's homes.

Tel 0116 259 3008

[www.chatltd.com](http://www.chatltd.com)

**Children's Legal Centre**

Provides legal advice, information, assistance and representation to children, parents/carers and professionals working with children.

Tel 0800 7832187

[www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)