

Walderslade Girls' School

Anti-Bullying Policy



Statement of Intent

At Walderslade Girls' School we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying should occur, students should be able to report incidents and know that they will be dealt with promptly and effectively. We strive to foster a transparent ethos within our school, therefore we expect anyone who knows bullying is happening is expected to tell a member of staff. Walderslade Girls' School prides itself on the strength of its pastoral care and seeks to work closely with parents and carers. For this to work effectively it is essential that school and home continue to co-operate and have mutual support in maintaining high standards of behaviour.

Walderslade Girls' School is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect. This ethos is embedded in our Walderslade Values.

Aims and purposes of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At WGS the safety, welfare and well-being of all students and staff is a key priority. We take all incidents and occurrences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and prepare them for adult life.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

Related Policies

This policy should be read in conjunction with:

- Behaviour and Conduct Policy 2016
- Equality Policy
- Pastoral Care and Welfare Policy
- Cyberbullying Policy
- Walderslade Values

Definitions of Bullying

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

The nature of bullying can be:

- **Physical**- such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Attacking property**- such as damaging, stealing or hiding someone's possessions.
- **Verbal**- such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- **Psychological**- such as deliberately excluding or ignoring people.
- **Cyber**- such as using text, email or other social media to write or say harmful things about someone.

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender Identify** (transphobic bullying)
- **Special Educational Needs (SEN) or Disability**
- **Appearance or health conditions**
- **Related to home or other personal situations**
- **Lifestyle choices**

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

Reporting Bullying

Students who are being bullied: 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**- every student has a form tutor and Head of Year.
- **Report to the Pastoral Team**- All students have access to the Pastoral Team in Lower Wedgewood.
- **Report to a Prefect**- WGS have a trained Prefect team who will support students in reporting the incident.

Reporting – Roles and Responsibilities

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

Senior Staff: The Senior Leadership Team 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 young people. As well as the Pastoral Team and

Head of Year, Ms Emma Ranson, Assistant Headteacher, is the Senior Leader responsible for anti-bullying.

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. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or relevant Head of Year.

Students: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. 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 an incident reporting form and record the incident on the central Bullying Log.
- Designated school staff will monitor incident reporting forms analysing and evaluating the results.
- Designated school staff will produce termly reports summarising the information and report at the Pastoral Governing Panel meetings and Headteacher.
- Support will be offered to those who are a target of bullying from the Pastoral Team, Head of Year, or through the use of restorative justice.
- Staff will proactively respond to the bully, who may require support from the Pastoral Team, Head of Year, or access to the restorative justice programme.
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether authorities (such as Police, other schools) need to be involved, particularly where actions take place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' well-being beyond the school day. 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 on the student files and bullying log. The incidents will be monitored and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms within their classroom.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Assistant Headteacher for Pastoral Care, Welfare and Guidance, and the Headteacher reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

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, within the student planners, ensures all students understand and uphold the anti-bullying policy.
- The MSC programme of study include opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying.
- Each tutor group has an Anti-bullying Representative. In the Sixth Form there is a team of trained Anti-bullying Ambassadors.
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions (Current Affairs programme).
- 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.
- 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.
- A restorative justice programme provide support to targets of bullying and those who show bullying behaviour.
- Students are involved in developing school-wide anti-bullying initiatives through consultation with groups, such as the School Council.
- Working with Parents and carers to tackle bullying where appropriate.
- The Year 11 Prefect team are trained to spot the signs of bullying and are available to students of all year groups when on duty at break and lunchtimes.

Training

The Assistant Headteacher is responsible for ensuring that all staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy.

Monitor and Reviewing

The Assistant Headteacher and Headteacher are responsible for reporting to the governing body 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 on an annual basis.