Anti-Bullying Policy

Weaverham High School

Approved by:	Governing Body	**Date:** 7TH October 2026
Last reviewed on:	September 2026	
Next review due by:	September 2027	

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Aim

This policy has been developed in conjunction with the Behaviour and Relationships Policy and the Child on Child Abuse Policy to ensure that all adults in Weaverham High School are working together to safeguard and promote the welfare of children and young people in accordance with Section 175 of the Education Act 2002, it also reflects the policies of Cheshire West's Safeguarding Children Partnership, https://www.cheshirewestscp.co.uk/ and is in line with:

"Working Together to Safeguard Children" (2023) https://www.gov.uk/government/publications/working-together-to-safeguard-children--2

Keeping Children Safe in Education (2026) https://www.gov.uk/government/publications/keeping-children-safe-in-education--2

(Particular focus on Part 5 "Child on Child Sexual Violence and Sexual Harassment"

Rationale

Weaverham High School is committed to providing a caring, friendly and safe environment for all students so that they can learn and progress.

In order to facilitate the effective learning of all pupils some common expectations of behaviour are necessary. Our ethos focusses on three school rules:

1. That students are SAFE.
2. That students are READY - for learning, for their next challenge, for life outside the school.
3. That students show RESPECT – for themselves, each other, their community and our staff.

Bullying in any of its forms breaches these school rules. We are committed to upholding the principle that bullying is not acceptable at Weaverham High School and, should bullying occur, it must cease immediately. We promote tolerance, cooperation and an understanding that a school community will have diversity amongst all its members. Our school upholds these values. We ensure through a detailed and planned 'Life curriculum' that all students understand the detrimental effects of bullying and the focus on the positive progress we all make when working together cooperatively. We highlight to students throughout their journey through high school the responsibility of being an 'upstander' rather than a 'bystander' in order to work together to prevent or stop bullying.

DEFINING BULLYING and the RESPONSIBILITY OF SCHOOLS

Weaverham High School's Anti-Bullying Policy is informed by the law and government advice. More details on bullying and the law can be found at www.gov.uk/bullying-at-school

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include, but are not limited to:

- **'Cyberbullying'**: involves sending inappropriate or hurtful text messages, emails or instant messages, posting malicious material online (e.g. on social networking websites) or sending or posting offensive or degrading images and videos;
- **Racist and Religious Bullying**: A range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status;
- **Sexual, Sexist and Transphobic Bullying**: includes any behaviour, whether physical or nonphysical, where sexuality is used as a weapon by boys or girls;
- **Homophobic Bullying**: targets someone because of their sexual orientation (or perceived sexual orientation);
- **Disablist Bullying**: targets a young person solely based on their disability, this can include manipulative bullying where a perpetrator forces the victim to act in a certain way, or exploiting a certain aspect of the victims disability.

- **physical assault**
- **teasing**
- **making threats**
- **name calling**

Bullying is not tolerated or accepted at Weaverham High School. All incidences of bullying are recorded on our central system (CPOMS) and will remain on a student's file for the duration of their time at school.
All staff at Weaverham are dedicated to preventing and stopping any incidents of bullying. We encourage students to tell a member of staff **as soon as possible** so that actions can be put in place.

In the first instance the students Form Tutor should be made aware, they will then work with the Head of Year and Pastoral Support Manager to manage the next steps to be taken. If the student feels they do not want to talk directly to staff, parents are encouraged to contact the school or students can make the school aware by using the SHARP System which alerts the Pastoral Support team who will take swift action.
The SHARP System

Staff will work sensitively, with the student and their parents to ensure they are supported. Restorative work will also take place with the perpetrator who will also be monitored to ensure they understand what their actions amount to and that no further incidences occur. When appropriate, mediation will be offered and managed.

All allegations of bullying will be investigated and the following points will help to structure the investigation:

1. Deal with the situation as quickly as possible
2. Listen to the bullied pupil acknowledging the sincerity of the report
3. Regard the matter as serious and a priority
4. Listen to both sides of the story separately and make a judgement. If appropriate, and both parties are willing, bring them together for reconciliation.
5. Inform parents/carers as soon as possible and bring into school if necessary.
6. Sanctions should follow the usual behaviour policy, all sanctions are potentially available and the appropriate one will be decided upon.

7. Record kept of incident on CPOMS
8. Feedback to all concerned
9. Monitor situation – check with bullied pupil within two weeks of the incident to ensure situation has not arisen again.

Bullies should be left in no doubt that their behaviour is unacceptable and they should be encouraged to view the situation from the perspective of the victim. They should also be made aware that further incidences of bullying will incur a more severe sanction. They may also receive support to help them understand the consequences of their actions on others.

Some forms of bullying are illegal and may be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- Sending or posting illegal sexualised or degrading images and videos including deep-fake images
- hate crimes

Weaverham High School are aware of protected characteristics and will act swiftly in accordance with our Equality policy to ensure diversity is celebrated and our students maintain mutual respect for each other.

More advice for parents can be found here*: https://www.anti-bullyingalliance.org.uk/*

Identifying Bullying:

Weaverham High School staff know their students well and monitor any changes in behaviour that may indicate a student is being bullied. These include (but are not limited to):

• Unwillingness to go to school or return after a break

• Belongings suddenly going missing or being damaged

• Change to established habits (e.g. giving up extra activities, sitting inside instead of going out, changing usual routines for break and lunch)

• Diminished levels of self confidence

• Inability to concentrate

• Anxiety, depression, becoming withdrawn or unusually quiet

• Repressed body language and poor eye contact

• Frequent absence, erratic attendance, late arrival to class

• Reluctance to leave the classroom at the end of lessons or day

• Choosing the company of adults

• Frequent visits to a form tutor, student services or year leader

• Unexplained injuries

• Difficulty in sleeping, nightmares

• Talking of self-harm or running away.

Although there may be other causes for these symptoms, teachers, parents and carers, and fellow students should be alert for these possible signs of bullying.

Students raising concern are discussed daily at Triage where further actions are agreed, this could include sanction or support. A log is kept of these discussions and it is shared with the wider staff to ensure all adults are aware of how to best support the young people.

EDUCATION and PROACTIVE APPROACHES

To promote tolerance, cooperation and diversity in the school community, we take positive action to foster an ethos of working together successfully. Strategies that promote this in school include:

• An effective transition programme that prepares all students for secondary school and the changes they will encounter as their peer group grows

• Promoting our school ethos of mutual respect with year groups and form groups

• Promoting resilience in working with others through the curriculum model that demands students work in different class groupings during their school experience.

• Content in LIFE Lessons, form time and assemblies that focuses on personal development, life in modern Britain and British values

• Student leadership programmes such as anti-bullying ambassadors and School Ethos Leaders,

• School Council and student voice

• Targeted support in school for key students and groups to promote cooperation with others (ELSA, mentoring, counselling).

RECORDING

All incidences of bullying will be recorded on the school's central record; CPOMS. Pastoral leads (HOY and PSM) will also record their actions of investigation and restorative strategies. These records are reviewed regularly by the Deputy Headteacher for Ethos and climate for learning and is also the Designated Safeguarding Lead.

ACCOUNTABILITY

The school will be held to account regarding bullying in the following ways:

• Reporting to the governors through the Headteacher's report and/or at meetings or link visits.

• Safeguarding records that may be scrutinised by Ofsted and / or the local authority safeguarding team

• Central records that may be scrutinised by Ofsted

• The school's complaints procedure for parents

• Regular reviews of the anti-bullying policy by the senior leadership team and governors

Link with other policies and documents

Child Protection Policy

Behaviour and Relationships Policy

Sex and Relationship Policy

Child on Child Abuse Policy

PHSCE (LIFE) Curriculum Intent