Anti-Bullying Policy

Aims

1. Purpose and scope

This policy outlines what WIST will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including, between adults or adults and children and young people will be tolerated. Our aim is that staff, students and parents work together to create a happy, caring learning environment.

The policy and procedure apply to all members of the WIST school community.

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Definition

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more people. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Policy Details

2. Types of Bullying and Harassment include, but are not limited to:

Physical bullying and harassment are any deliberate physical action such as:
- invading personal space.
- physically harming or making a person feel threatened or offended.
- using another person's possessions without their consent.
- graffiti or damage to others' possessions or property.
- commenting negatively on a person's appearance.

Cyber Bullying and harassment refer to bullying using information communication technologies such as email, text messaging, Telegram, social networking sites, blogs, chat rooms, etc. to:
- make unwanted statements about another person.
- put down others, verbally or with the use of images.

- exclude others.
- imitate, mimic or impersonate others.
- start or participate in the spread of rumours and gossip about another person.
- stalk or harass others.
- post photos of others Cyber bullying can include messages, use of offensive images or use of a person's photo without their permission.

Emotional/Verbal Emotional bullying and harassment involve using any words or actions that are unwanted and repeated and which a person finds offensive, such as:
- excluding others.
- acting in a disrespectful or mean way e.g., rolling eyes, body language that excludes or intimidates, moving, hiding or destroying another person's things.
- verbal threats.
- threatening someone by using stand over tactics.
- making others feel insecure.
- using emotions to try and control others.
- name calling.
- offensive language, notes or images.
- putting people down.
- targeting people because of their race, gender, sexuality, religious belief, physical appearance or intellectual capacity.

Sexual bullying and harassment are behaviour of a sexual nature which a person finds offensive. This type of harassment can be verbal or non-verbal, such as:
- touching or brushing against a person in a sexual manner.
- sexually oriented jokes, drawings, literature or online material.
- commenting negatively on a person's physical appearance.

Behaviours that do not constitute bullying include:
- Mutual arguments and disagreements (where there are no power imbalances).
- Not liking someone or a single act of social rejection.
- One-off acts of meanness or spite.
- Isolated incidents of aggression, intimidation or violence.
- However, these conflicts still need to be addressed and resolved.

3. Preventing, identifying and responding to bullying
WIST will:
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff to identify all forms of bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.

- Consider all opportunities for addressing bullying in all forms throughout the curriculum, supported with a range of approaches such as displays, assemblies, peer support, focus weeks and the student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff and support staff to identify all forms of bullying and follow the school procedures (including recording and reporting incidents).
- Proactively gather and record concerns and information about bullying incidents and issues to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and
- young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

4. Involvement of students
WIST will:
- Regularly canvas our students' views on the extent and nature of bullying.
- Ensure that all students know how to express worries and anxieties about bullying.
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

5. Liaison with parents and carers
WIST will:
- Make sure that key information about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying and are clear about their role and the role of the school in addressing any incidents of bullying.
- Ensure that parents work with the school to model positive behaviour for students, both on and offline and support sanctions given for students who have been involved in a bullying incident.

6. Dealing with incidents

6.1. All staff are to follow these five key points:
- Never ignore suspected bullying.
- Do not make premature assumptions.
- Listen carefully to all accounts – several students saying the same thing does not necessarily mean they are telling the truth.
- Adopt a problem-solving approach which moves students on from self-justification.

- All cases of suspected bullying must be reported immediately to the Head of Section.

6.2. The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, a clear and precise account of the incident will be recorded by the member of staff who has been approached. This account will be given to the Head of Section as soon as possible.
- The Head of Section will ensure that an investigation takes place as soon as possible.
- Tutors/teachers will be kept informed as appropriate.
- Parents/carers will be kept informed as appropriate.
- If the bullying takes place outside of the school campus, then the school will offer advice and support to the student(s) concerned.
- Sanctions will be used as appropriate in line with the School's Behaviour policy.

7. Monitoring and Evaluation
- Records of bullying incidents will be maintained and scrutinised by the Senior Leadership Team to check on the effectiveness of this policy and to identify and rectify or eliminate common "hot- spots" of time, place or opportunity.
- All confirmed cases of bullying will be recorded, and the Head of School will ensure that confidential records are held securely.

Linked policies and documents:
Behaviour Policy