

At Weaver Trust, we work to ensure that all in our community believe, belong, and thrive. This policy is informed by our Trust's vision of inspiring all to believe in their own ability to achieve their full potential, both academically and socially. By living by our values of being innovative, responsible and caring, we create powerful learning communities - positively impacting all.

1. Compliance

1.1 This anti-bullying policy has been prepared with due regard to the following statutory provisions and guidance:

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- 1.1.1 Education (Independent School Standards) (England) Regulations 2014
- 1.1.2 Education and Inspections Act 2006
- 1.1.3 Equality Act 2010
- 1.1.4 The Department for Education's advice, "Behaviour and Discipline in Schools" February 2024.
- 1.1.5 The Department for Education's advice "Preventing and Tackling Bullying" July 2017
- 1.1.6 The Department for Education's guidance "Cyberbullying: advice for Headteachers and school staff" 2014

2. About this Policy

2.1 Weaver Trust's behaviour policy outlines how discipline and order will be maintained at Weaver Trust. This policy is supplemental to the behaviour policy and should be read in conjunction with it.

2.2 Weaver Trust is committed to ensuring all pupils have a safe environment in which they can learn, and is also free from bullying.

2.3 Weaver Trust defines bullying as follows: -

- 2.3.1 Any form of physical and/or verbal abuse which can take the form of derogatory name calling, verbal intimidation, social isolation, extortion, physical violence and any discriminatory harassment.

2.4 Weaver Trust recognises that bullying can take place in person or online.

2.5 Weaver Trust wants to make it clear to all pupils and parents that bullying, in any form, is completely unacceptable and will not be tolerated.

2.6 Those pupils found to be involved in bullying another pupil will be dealt with under the sanctions outlined in the behaviour policy.

3. How to Identify if a Pupil May Be Being Bullied

3.1 Weaver Trust employees, pupils and parents should be alert to changes in a pupil's behaviour. Some pupils may show signs of the following if they are being bullied: -

- 3.1.1 becoming shy;
- 3.1.2 nervousness;
- 3.1.3 feigning illness;

- 3.1.4 staying close to adults;
- 3.1.5 seeking to be absent from Weaver Trust;

4. How a Pupil Should Report Bullying

- 4.1 If a pupil feels that they are being bullied they should speak with an employee of Weaver Trust. All employees of Weaver Trust will be trained in how to deal with allegations of bullying.
- 4.2 It would be preferable for the pupil to report an incident (or series) of bullying to one of the following: -
 - 4.2.1. their Class Teacher;
 - 4.2.2. the Headteacher
 - 4.2.3. the Pastoral Manager
- 4.3 Once an allegation has been made the details will be noted down and reported to the pupil's Headteacher
- 4.4 The allegations will be fully investigated by the Headteacher (or another member of the pastoral care team).
- 4.5 If the outcome of the investigation is to substantiate the allegation of bullying Weaver Trust will act swiftly to resolve the problem.
- 4.6 The pupil(s) who has been found to be bullying another pupil will be asked to accept the injustice of his/her actions. If it is accepted, the bully will be given a verbal explanation by the investigator as to why the actions of the bully are unacceptable and that the situation will be monitored.
- 4.7 If bullying becomes persistent Weaver Trust will involve the parents of the bully and victim. Weaver Trust may put in place one of the following sanctions until the situation has been resolved: -
 - 4.7.1 isolating the bully from the victim during break/lunchtime;
 - 4.7.2 moving the bully/victim from the same lessons; and,
 - 4.7.3 in more serious cases the following may be necessary:
 - 4.7.3.1 involving appropriate external agencies;
 - 4.7.3.2 recording incidence on the Pupil File; or
 - 4.7.3.3 suspension or permanent exclusion from Weaver Trust.

- 4.8 Weaver Trust will have access to support counsellors who are available to assist the bullied pupil and the bully so that any issues arising from the incidence of bullying can be identified and dealt with.

5. Criminality

- 5.1 Weaver Trust recognises that while bullying itself is not a criminal act some types of threatening or harassing behaviour/communications could be a criminal offence.
- 5.2 If a member of staff feels that an offence has been committed they should seek assistance from the police.

Approved by: _____

Chair of Trust

CEO

Date:
