

# Wycombe High School

## ANTI-BULLYING POLICY

### Aims

Bullying is not tolerated at any time, by any member of the Wycombe High School community. Wycombe High School is a 'Telling School' and students, staff and parents are encouraged to report any incidents of bullying promptly.

### Definition of bullying

We define bullying as:

- Fear of repetition, as much as repeated bullying
- When the recipient feels that she is being bullied.

Bullying can be / involve:

- Verbal
- Physical
- Emotional and psychological
- Cyber-related, including social networking sites, text and email
- Exclusion
- Theft
- Racial
- Homophobic.

### Key principles

Students should:

- feel safe
- be able to achieve their potential
- experience a happy and stimulating environment
- have positive self-esteem and respect for others
- develop essential personal and social skills
- become good citizens.

Staff will:

- prevent, recognize and respond effectively to bullying behaviour within the school community
- record and report instances of bullying
- evaluate and regularly review the effectiveness of this policy.

No-one will be a bystander.

### Training

Staff will be trained to recognize the signs of bullying. They will know the appropriate action to take and feel confident to do so. They will understand that to allow or condone bullying may lead to consideration under child protection procedures.

The use of external trainers is employed where appropriate.

### Strategies used

The school's expectations are made explicit to all members of the school community via assemblies, Student Bulletin, Student Planner, PSHEE Core days, the Behaviour Management

Policy and the Head's letter to parents. They are reiterated at frequent intervals throughout the year and highlighted during anti-bullying week.

The school's Behaviour Charter was written in 2008 / 9. It is reviewed annually by students. A copy is signed by each tutor group at the beginning of the year and displayed in every form room. A copy signed by the Headteacher and Head Girl is displayed on the Headteacher's Noticeboard.

The topic of bullying is incorporated into Schemes of work where applicable.

Students are expected to report all instances of bullying:

- 'Make Me Happy Boxes'
- Any member of the school community including:
  - Form tutor
  - Head of School
  - Student Manager
  - Subject teacher
  - Leadership Group
  - A form / year group representative
  - A member of the Student Leadership Team
  - A responsible adult
  - A parent.
- SEAL ambassadors <http://whs.moodledo.co.uk/course/view.php?id=3227>

All instances of bullying will be investigated. Careful thought will be given to:

- the safety of all parties involved
- the needs of those directly involved
- preventing the situation from escalating
- the appropriateness of taking a multi-agency approach in the event of a serious incident
- the correct recording of the incident
- an appropriate sanction being applied.

Parents will be contacted in all instances of bullying.

#### **When an incident is reported:**

Students and staff directly involved will be asked to write an account of what happened. A member of staff will then meet with the students concerned to discuss the incident in more detail.

The form tutor and other relevant members of staff will be kept informed throughout. Sanctions are likely to include community service, internal exclusion and fixed term exclusion. Permanent exclusion may be used in extreme cases, in accordance with the school's behaviour policy. The bully will also be encouraged to make retribution where appropriate.

Contact will be made with the parents of both the target and the bully. Incidents will be recorded on the relevant student files and followed up in writing to parents.

#### **Signs and Symptoms of Bullying**

Staff should be aware that a student may display one or more of the following:

- is frightened of walking to / from school
- does not want to go on the school / public bus
- asks to be driven to school
- changes her usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering

- attempts or threatens self-harm or runs away
- cries herself to sleep or has nightmares
- feels ill in the morning
- standard of school work declines
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money
- continually loses money
- has unexplained cuts or bruises
- comes home hungry because lunch has been taken
- becomes nervous or jumpy when mobile phone rings
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and investigated as appropriate.

**Approved by the Governing Body on: Spring 2010**  
**To be reviewed: Spring 2012**