

Wycombe High School

ANTI-BULLYING POLICY

Aims

Every member of our school community will know that bullying is not tolerated at any time, including journeys to and from school. Wycombe High School is a 'Telling School' and students and staff are expected 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
- Exclusion
- Taking things
- Racial
- Homophobic.

Key principles

Key principles of this policy are that students:

- feel safe
- can 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.

and that staff:

- identify vulnerable members of the school community at the earliest opportunity.
- prevent, recognize and respond effectively to bullying behaviour within the school environment
- record, monitor and report instances of bullying
- evaluate and regularly review the effectiveness of the policy.

and that no-one will be a bystander.

Training

Staff will be trained to recognize the signs of bullying and the appropriate action to take.

This will include training on developing listening skills and procedures to follow. The use of external trainers is employed where appropriate.

Strategies used

Positive behaviour is promoted at every opportunity and modelled by staff. Students are expected to report all instances of bullying via the following:

- 'Positive boxes'
- Email link on the VLE
- Form tutor
- Head of School
- Student Support Services
- Subject teacher
- Tutor assistants
- Leadership Group
- A responsible adult
- Parents.

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 on the relevant form
- an appropriate sanction being applied.

Parents will be contacted in all instances of bullying.

When an incident is reported:

Member of staff figure with whom the target feels comfortable will undertake a short interview where the nature of the situation will be discussed. The bully will also undergo a similar process. Students and staff will be asked to complete the relevant forms.

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 student file and followed up in writing to parents.

Tutor Assistants, Year 11 Prefects and members of the Student Leadership Team will be available for advice and general assistance.

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 or from school
- does not want to go on the school / public bus
- begs 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 suicide or runs away
- cries themselves 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 – lunch may have been stolen
- nervous or jumpy when mobile phone goes off
- 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.

Information for the students on bullying

The school's Code of Conduct should be reviewed and revised with a copy of the new version displayed in every classroom throughout the school.

A tutor group code of conduct to prevent bullying will be agreed and displayed in each tutor base.

Attention will be drawn to the school's policy and Code of Conduct at the beginning of each school year.

The topic of bullying will be included wherever possible within all aspects of the curriculum.

Incidents occurring to and from school will be monitored and the appropriate action taken.

Approved by the Governing Body on: November 2007

To be reviewed: Autumn 2009