

## **ANTI BULLYING POLICY**

The aims and objectives of this Policy are to ensure that Wykeham House School is an environment on which every girl feels safe to learn.

The School recognizes that Bullying may take many forms and is the repeated wilful and conscious desire to hurt, threaten or frighten someone. We acknowledge that Bullying occurs for a variety of totally unacceptable reasons and these may include racial, religious, cultural, disability, sexual, cyber (social websites, mobile 'phones, texts) and homophobic bullying.

Examples of bullying are:

- Name Calling
- Exclusion – leaving someone out of activities or not speaking to them
- Persistent teasing
- Intimidation
- Physical abuse
- Emails, texting, MSN and mobile phones used for abuse

The DFE Guidance on prevention of Bullying can be accessed in 'Safe to Learn- Embedding anti-bullying work in Schools,' which replaces their earlier guidance in 'Don't suffer in Silence.'

### **BULLYING IS TOTALLY UNACCEPTABLE AND EVERY EFFORT WILL BE MADE TO MINIMISE IT.**

The issue of Bullying is addressed within the curriculum and in the establishing of codes of behaviour within the classroom and beyond. It is further addressed in tutorial time and regularly via assemblies – either explicitly or implicitly.

The School takes a clear and open stand against Bullying of any kind and all members of the School community have the right to be free from any kind of intimidation. Bullying is serious and can cause psychological damage to children and even suicide.

All members of the School community, by being members of the community, give tacit assent to the School's Code of Conduct.

### **Staff and Parental Guidance**

Be alert to early signs of distress, which include;

- Deterioration of work
- Perceived illness
- Reluctance to come to school or particular lessons
- The desire to remain with adults

Report and concern you have to your daughter's Form Teacher or if they are not available to a Senior Member of Staff. Staff training will be undertaken at regular intervals along with Child Protection Training in order to make sure all staff are aware of the seriousness of this issue. The training will make staff aware that all records must be accurate and enable persons to be identified. Staff training will also raise awareness of the actions to take in order to reduce the risk of bullying at times and in places where it is most likely to happen.

Staff will use educational opportunities such as personal, social and health education (PSHE), assemblies, projects, drama, stories, literature, historical events, current affairs to discuss bullying with the girls.

### **Pupil guidance**

Girls in all sections of the School are encouraged to take responsibility for their actions and to consider the effects their actions may have on others.

If a girl feels that she is being bullied she should talk to a member of staff-form tutor or her parents. Talking will help and will be the first step in stopping the bullying-IT WILL NOT MAKE MATTERS WORSE.

Bullies and victims will both be interviewed and offered help, support and guidance. The situation will be monitored and reviewed. Parents will be informed should this be necessary. There are sanctions in place for Bullying, which will be used by the School.

Girls in all sections of the School are encouraged to take responsibility for their actions and to consider the effects their actions may have on others. Education will be given in PSHE lessons, in Form time and in our assemblies.

**WE ALL HAVE A RESPONSIBILITY TO CREATE A HAPPY AND  
SECURE WORKING ENVIRONMENT.**

**This Policy dovetails with our Code of Conduct and Pupil Behaviour and  
Discipline Policy and as such the sanctions in that Policy apply here as well.**