



**Wombourne
High School**

Anti-Bullying Policy

September 2021

Frequency of review: Every two years

Date adopted by Governing Body: September 2021

Signed: Governor

Date of next review: September 2022

Authors: Mr J Crook – Senior Assistant Headteacher

School context

Wombourne High School is a mixed comprehensive school with students ranging in age from 11-19. Our students come from a broad range of social, economic, ethnic, cultural and religious backgrounds, as well as a wide range of abilities and needs.

What is bullying?

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Certain types of bullying are also hate crime:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability

Signs to look out for:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously ill each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money (to give to whoever's bullying them)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others

Wombourne High School does not accept bullying and all allegations are investigated by a member of the student support team. **All incidents of bullying will be recorded.** Incidents should be reported via WISE but also immediately to the student support office where the following procedure will be instigated.

It is essential that any concerns about bullying are referred to the Head of Year or Senior Assistant Headteacher in charge of Pastoral care as soon as possible by students, staff or parents.

Stage One:	1 st Warning	Parents notified by student support <ul style="list-style-type: none">- Incident is recorded- Perpetrator name is logged- Victim is given support through the student support team or mentor.
Stage Two:	Withdrawal	<ul style="list-style-type: none">- Meeting with parents- Incident recorded- Perpetrator name logged as a repeat offender

		<ul style="list-style-type: none"> - Perpetrator required to attend anti bullying workshop/programme - Support available to the victim
Stage Three:	Fixed Term Exclusion	<ul style="list-style-type: none"> - Meeting with parents - Governors notified - Length of exclusion determined by the severity of bullying and whether repeated.
Stage Four:	PSP	<ul style="list-style-type: none"> - Student referred on to a Pastoral Support Programme

Friendship Issues

Sometimes friends can fall out, and any issues will be investigated by the pastoral team and they will provide mediation where necessary to support the students involved.

Strategies to reduce bullying:

We adopt a range of strategies to prevent bullying, to raise awareness of bullying and to support victims and bullies. Our ethos of kindness, hard work and positivity nurtures the students and encourages close friendships in which the children not only flourish themselves, but learn to nurture others. Staff and older students lead by example.

We hope to deliver the following through our curriculum:

- communication skills;
- ability to put oneself in another's shoes;
- who saw what was happening;
- what you have done about it already.

If you experience bullying by mobile phone, text messages, e-mail or Facebook:

- tell a friend, parent or teacher;
- be careful who you give your mobile phone number or e-mail address to;
- make a note of exactly when a threatening message was sent.

Support for students who experience bullying:

If you are being bullied:

- tell an adult or somebody you trust what has happened straight away;
- get away from the situation as quickly as possible;
- try to stay calm and look as confident as you can;
- be firm and clear - look them in the eye, if possible, tell them to stop and tell them how you feel.

After you have been bullied:

- tell a teacher or another adult you trust within the academy;
- tell your family;
- if you are scared to tell a teacher or adult on your own, ask a friend to go with you;
- keep on speaking until someone listens and does something to stop the bullying;
- do not blame yourself for what has happened.

When you are talking to an adult about bullying be clear about:

- what has happened to you;
- how often it has happened;
- who was involved;
- was anyone else involved or witness to the incident.

Useful websites:

[Childline \(www.childline.org.uk\)](http://www.childline.org.uk)

Gives details on the **CHIPS** initiative and other information regarding Bullying

[Kidscape \(www.kidscape.org.uk\)](http://www.kidscape.org.uk)

Gives advice and support for victims, schools/academies and parents

[Bullying Online \(www.bullying.co.uk\)](http://www.bullying.co.uk)

A registered charity, which contains advice for both parents and pupils

[NSPCC](http://www.nspcc.org.uk)

A registered charity dedicated to stopping cruelty to children

[Bully Web. \(www.bullyweb.org.uk\)](http://www.bullyweb.org.uk)

A research site with links to other sites on bullying

[BBC Bullying Survival Guide](http://www.bbc.com/1/health/bullying)

Provides information, guidelines for dealing with all aspects of bullying, a help and resource list and accounts of celebrities who are bullied when they were at school.