



POLICY STATEMENT ANTI-BULLYING

Aim

To support and protect students at all times from bullying.

Policy

Wymondham High Academy puts students at the heart of the learning process to provide a safe and secure learning environment to help children achieve more and address anti-bullying issues. Bullying is not acceptable at Wymondham High.

Bullying is the sustained wilful act with conscious desire to hurt, threaten or frighten someone else. This could include comments regarding age, disability, religion, gender identity, sexuality, racial harassment, language or physical abuse.

Objectives

- To ensure that all students can attend school without fear of bullying and feel safe whilst they are in school.
- To make it clear to all students that any kind of bullying is hurtful and unacceptable.
- To make it clear to students what they should do if they are bullied.
- To advise parents what to do if they have a concern about bullying.
- To advise all staff on procedures to follow when dealing with bullying.
- To create a culture of mutual respect where bullying is seen by all as unacceptable.
- To ensure that there is a staged action and monitoring process in all reported incidents of bullying.

Implementation

- Effective mentoring should enable and encourage students to talk to a trusted adult if they are being bullied.
- Members of the SEND Support Team or Head of House will investigate and take seriously all reported incidents of bullying.
- Where the bullying is of a racist nature it should be immediately reported to the Assistant Principal, Staff and Student Learning.

Recording and reporting

Anyone witnessing a racist incident should report it to the appropriate Head of House, or Assistant Principal, Staff and Student Learning, or the Principal, who will ensure that the appropriate recording and reporting formalities are completed, following the procedures, guidance and forms held by the School. (Appendix 1)

Monitoring

This policy will be monitored by the Assistant Principal, Staff and Student Learning and the Principal and reported back to governors on an annual basis.

Review

This policy will be reviewed by the Assistant Principal, Staff and Student Learning every three years.

Confirmed by: **The Governing Body of Wymondham High Academy Trust**

Signature of Chair:

Dated:

Learning Teaching & Curriculum Committee

