



High Storrs School

ANTI-BULLYING POLICY AND PROCEDURES

Reviewed:	September 2023
By:	J Bedford
Next Review:	September 2024

Position and values

This policy will help our school to live according to our values statement as follows: ***We are High Storrs. We are here to learn, succeed and thrive. We are respectful, safe and responsible.***

To protect the rights of all children to have a safe and secure learning environment High Storrs School will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence. These behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn. If such a case arises, the staff at High Storrs School will follow the anti-bullying guidelines laid out in this policy. We have consulted with the student community via our Student Council with regards to this policy. This will enable staff to:

- identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- keep all other children safe, happy and confident
- identify signs that indicate a pupil may be experiencing bullying but are not reporting it.

1. CLARIFICATION OF TERMS

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. It is a form of child on child abuse, and is also covered by our safeguarding policy.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

High Storrs School wants to make sure all pupils feel safe at school and accepted into our school community. Our ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of our behaviour policy and will not be tolerated.

Bullying can be verbal or physical, by person or by electronic, online or written means and can be directed at both staff and pupils. The school practices a preventative strategy to reduce the chances of bullying, and our anti-bullying policy is instilled in our curriculum and everything we do at the school. It is made very clear to pupils what is expected of them in terms of respecting their peers, members of the public, and staff, and any intentional breach of this will result in disciplinary action.

If an allegation of bullying does come up, the school will:

- take it seriously
- act as quickly as possible to establish the facts
- record and report the incident; depending on how serious the case is, it may be reported to the headteacher
- provide support and reassurance to the victim

- make it clear to the aggressor this behaviour will not be tolerated. If there is a group of people involved, they will be spoken to individually and as a whole group. It is important children who have harmed another, either physically or emotionally, redress their actions, and the school will make sure they understand what they have done and the impact of their actions
- ensure if a sanction is used, it will correlate to the seriousness of the incident and the aggressor will be told why it is being used
- consider whether suspension (formerly fixed term exclusion) is appropriate in light of the circumstances.

Children who bully are sometimes children who have been victims of bullying previously. We are mindful of this dynamic and our pastoral teams work to support the aggressor and explore reasons why this might be happening. High Storrs also has clear preventative measures in place including, by not limited to, the following:

- A clear expression of our values, including the expectation students act respectfully and safely at all times
- Recognition of children who are kind and express our community spirit through commendations
- Anti-Bullying Week each year
- A *Stand Up Against Discrimination* pledge that is part of our induction to the school when students join and expresses our commitment to act against any discrimination, with a particular focus on the 9 protected characteristics
- Close monitoring of any incidents of discrimination through our safeguarding portal (CPOMS) where incidents are logged against the child who has discriminated so we can build up a picture of repeated behaviour and prompt responses (e.g. conversations with home and the child, referrals to other agencies, work with learning mentor etc.)

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Instagram and Snapchat to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

Types of cyber-bullying

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.
- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.

- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Cyber-stalking:** Continuously harassing and denigration including threats of physical harm.

Actions NOT considered to be bullying

All children have upsets and squabbles; these are not classed as bullying and are dealt with through the Behaviour Policy. Actions not considered to be bullying are:

- not liking someone
- being excluded (unintentionally)
- accidentally bumping into someone
- making other kids play games a certain way
- a single act of telling a joke about someone
- arguments
- expression of unpleasant thoughts or feelings regarding others
- isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

Reasons for bullying

Some reasons why children might bully someone include:

- they think it's fun, or it makes them popular or cool
- they feel more powerful or important, or they want to get their own way all the time
- they feel insecure or lack confidence or are trying to fit in with a group
- they are fearful of other children's differences
- they are jealous of another child
- they are unhappy
- they are copying what they have seen others do before, or what has been done to them.

The effects of bullying

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

2. ROLES AND RESPONSIBILITIES

The Education Act 2002, Education and Inspections Act 2006 and Equalities Act 2006 make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. *Keeping Children Safe In Education* statutory guidance makes clear that schools have a duty to protect children from child on child abuse. Bullying is a form of child on child abuse.

High Storrs School has also developed this anti-bullying policy, a copy of which is on the school website for parents, staff and pupils to access when and as they wish. In addition, the governing board supports the school in all attempts to eliminate bullying from the school. Incidents of child on child abuse are reported to both the Minerva Learning Trust (MLT) and the governing board.

A parent/carers who is dissatisfied with the way the school has dealt with a bullying incident is dealt with in accordance with the complaints policy which can be accessed from the school's website.

Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the headteacher or staff can choose to report bullying to the police. During school hours, including while pupils are taking part in school visits, at after school clubs, and on their way to and from school, the school will do what it can reasonably do to ensure children feel safe and secure.

All members of staff ensure all children know bullying and intimidating behaviour is wrong, and it is unacceptable behaviour in school. It is one of High Storrs School's Non-Negotiables and is stated clearly to every student at the beginning of each year. In addition, our PSHCEE curriculum covers bullying of all kinds, and the possible reasons and consequences of bullying.

Bullying in the workplace

Incidents, where it has been deemed a member of staff has been bullying a child, will be taken very seriously. The headteacher, with the support of the governing board, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed a member of staff is bullying other members of staff.

In the event of the headteacher being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

If you are a member of staff who is experiencing bullying (by other adults or students), you should inform your line manager and a member of the senior leadership team as soon as possible. In addition, the school advises you to contact your union representative. For visitors to the school, any concerns should be directed to the headteacher or Business Manager.

The role of parents/carers

Parents/carers, who are concerned their child might be being bullied or who suspect their child may be the perpetrator of bullying, should contact their child's Head of House immediately in a calm manner. If they are not satisfied with the action taken they should

contact the Assistant Headteacher responsible for Behaviour, Safety and Welfare. If they remain dissatisfied, they should contact the Headteacher or follow the complaints procedure. Parents/carers have a responsibility to support the school's anti-bullying policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the Home School Agreement.

The role of pupils

We are a telling school. Pupils are encouraged to tell somebody they trust such as a teacher, Form Tutor, Student Support Assistant, Head of House, or member of the Leadership Team if they are being bullied. If the bullying continues they must keep on letting people know. **Pupils can also report incidents of bullying by emailing safe@highstorrs-mlt.co.uk**

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order they clearly understand what to do if they, or another child, are being bullied.

3. ONLINE BULLYING

The Acceptable Use Policy is explained and discussed with pupils when they arrive at the school. In addition, students understand they should not use their mobile devices to bully others, and this is covered through PSHCEE classes, form time activities, assemblies and our annual Anti-Bullying Week. We encourage parents/carers to get in touch if they are aware of this occurring and we investigate and take appropriate action such as parent meetings, group swaps, pastoral support and mediation between students.

4. REPORTING, CONSEQUENCES AND MONITORING

All members of High Storrs School are encouraged to challenge all forms of bullying including prejudice-based and online bullying if they come across it.

Reporting

1. Email the child's Head of House, or safe@highstorrs-mlt.co.uk stating which children have been involved (if known), and stating the details of the incident(s).
2. The Head of House has overall day-to-day responsibility for dealing with reported incidents and will forward details to the relevant member of staff to investigate. This usually will involve investigation by the Student Support Assistant(s).
3. Alternatively, any member of staff can be approached to report incidents of bullying, and they in turn will report to the Head of House.

Investigating

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately. The Student Support Assistant will speak with the alleged victim and a written record will be made. Statements (written records) will be taken from other students involved and the alleged perpetrator must be given an opportunity to do this. If the incident involves students from a number of Houses, the Senior SSA will coordinate this.
2. CCTV may be reviewed if necessary.
3. If appropriate, steps will be taken to minimize or eradicate the chances of the victim and the alleged perpetrator(s) coming in to contact during the investigation. For example, the alleged perpetrator(s) may have their social time spent in isolation, or the House offices.
4. The written records will be collated and a decision made about whether bullying has taken place (using the definitions above).

Recording

1. The incident will be recorded as 'Bullying' on SIMS (High Storrs School's electronic behaviour incident recording system) under the perpetrators name. The incident will also be recorded as 'Child on Child Abuse' on CPOMS under the victim's name (but the perpetrator will be added as a linked student).

Responding

- Parents/carers of the victim and the perpetrator will be informed by the school when the investigation has been completed. Where a number of students have been involved, a letter may be written to the parents/carers of all students involved making them aware of this incident.
- Where the allegation is found to be substantiated, the Head of House will liaise with an appropriate member of the Senior Leadership Team to decide on responses and consequences. These could include: verbal or written warnings, restrictions of break and lunchtime activities, isolation (internal exclusion), governors' disciplinary boards (GDBs), suspensions and, in the event of persistent bullying, permanent exclusion.
- Where appropriate the headteacher may inform the police. Examples of these include:
 - violence or assault,
 - theft
 - serious and repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
 - hate crimes
- **In the case of online bullying**, the following responses will also be made in line with the NSPCC's **STOP, SPEAK, SUPPORT** advice:
 - The children who are affected negatively by the abuse will be advised to leave the group on which the abuse took place (e.g. WhatsApp group) and/or block the child who was abusive. Parents/carers will be informed and online support signposted (e.g. NSPCC).

Monitoring, evaluation and review

1. Governors, the headteacher and relevant staff will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
2. The school council will review the effectiveness of the policy every two years and their views given to the senior leadership team. This has taken place with this policy.
3. A record of all such incidents will be kept both centrally and on students' files (on the perpetrator's SIMS file under *Bullying* and on the victims' CPOMS file under *Child on Child Abuse*).
4. The numbers of incidents will be reported to governors annually or provided to them at any time on request. They will also be provided to the Minerva Learning Trust every term.
5. Surveys at parents' evenings include questions about how effectively the school keeps children safe and how we respond to reports of bullying.
6. Bullying data will be analysed to reflect and re-design further strategies to improve procedures.

5. STRATEGIES TO PREVENT AND REDUCE BULLYING

High Storrs has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the school's non-negotiables and values (below) which requires all pupils to respect the rights of others



- the reinforcement of the clear message that violence has no place at High Storrs
- consultation with the Student Council on appropriate action
- take part in initiatives such as Anti-Bullying Week
- assemblies about being kind and being an upstander, not a bystander
- regular discussion and implementation around this Anti-Bullying Policy at pastoral and senior leadership team meetings
- the supervision by school staff of all areas at lunch times and breaks
- providing information to all parents on the symptoms of bullying and the steps to take if the suspect their child is being bullied
- a clear policy of mobile phones only being used in phone zones during lunch times and breaks
- the celebration of all student's backgrounds and cultures through assemblies
- during PHSE lessons discuss and explore bullying issues and raise awareness of cyber bullying safe use of technology (including mobile phones, email, internet)
- all websites accessed in school are screened and blocked where necessary.
- effective recording systems
- work with multi-agency teams including police and Sheffield multi-agency support team (MAST) as appropriate
- contact the parents of both the child being bullied and the bully
- challenge sexual content within verbal abuse especially challenging the word 'gay' and other homophobic, transphobic, sexist and other discriminatory and derogatory language

6. USEFUL WEBSITES

www.bullying.co.uk

www.anti-bullyingalliance.org.uk

www.childline.org.uk

www.kidscape.org.uk

www.each.education

www.youngminds.org.uk

www.youngstonewall.org.uk

www.nspcc.org.uk

www.stoptextbully.com

www.beyondbullying.com

www.childnet-int.org

www.cyberbullying.org

www.chatdanger.com
www.thinkuknow.co.uk