



High Storrs School

ANTI-BULLYING POLICY AND PROCEDURES

Reviewed: September 2019

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Minor Amendments:

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 as 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. 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 that a pupil may be experiencing bullying but are not reporting it.

1. CLARIFICATION OF TERMS

Definition of bullying

Bullying is defined as *repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.*

Forms of bullying

- **Physical:** Deliberately hurting particular children on a regular basis
- **Verbal:** Deliberately hurting feelings through name-calling etc.
- **Ostracising:** Making someone feel left out and different by deliberately setting out to exclude them

There are many different kinds of bullying including:

- bullying related to race, religion or culture
- bullying related to special educational needs
- bullying related to appearance or health
- bullying related to sexual orientation
- bullying of young carers or looked after children, or related to home problems
- sexist or sexual bullying
- cyber bullying.

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 things 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 that 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 jewelry
- 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 behaviors 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 all 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.

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. An annual report is presented to the governors on bullying each year at the Student and Community Subcommittee and incidents of bullying are recorded by staff.

A parent/carer 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 that all children know that bullying and intimidating behaviour is wrong, and that 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 PSHE curriculum covers bullying of all kinds, and the possible reasons and consequences of bullying.

Bullying in the workplace

Incidents, where it has been deemed that 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 that 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 that their child might be being bullied or who suspect that 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 (e.g. 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 are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

3. CYBER BULLYING

High Storrs School has a separate policy related to online safety addressing the use of mobile technology, social media and other related aspects of online safety. The Acceptable Use Policy is explained to and discussed with pupils when they arrive at the school.

4. REPORTING, CONSEQUENCES AND MONITORING

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

How to report bullying

1. Email the child's Head of House 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.
4. Members of staff can record individual incidents on SIMS (High Storrs School's electronic behaviour incident recording system) that they suspect may indicate bullying (e.g. verbal abuse, physical assault) but then escalate this to the Head of House and indicate that they suspect bullying is occurring.

Procedures

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 by the member of staff who has been approached, or who suspects/observed the bullying. They will inform the relevant Head(s) of House.
2. The Head of House will investigate the incident reported, and inform the Assistant Headteacher that there has been a report of bullying.
3. A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement.
4. Appropriate members of staff (most likely Heads of House and Student Support Assistants) will interview all concerned and will record the incident on the school's SIMS.
5. 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 perpetrator(s) may have their social time spent in isolation, or the House offices.
6. Parents will be informed by the school when the investigation has been completed.
7. 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), fixed term and in the event of persistent bullying, permanent exclusion. Where appropriate the headteacher may inform the police. Such incidents 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.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred, as described above sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

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.
3. A record of all such incidents will be kept both centrally and on students' files
4. The numbers of incidents will be reported to governors annually or provided to them at any time on request
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
- 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 they 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