

STOCKSBRIDGE HIGH SCHOOL POLICY

Anti-Bullying



Responsibility: Behaviour Co-ordinator

Committee: Behaviour, Attendance,
Community & Safeguarding

Anti-Bullying Policy

Purpose

Stocksbridge High School is an inclusive and supportive school. It aims to provide a positive learning environment in which all members of the school community feel safe and valued.

Context

Bullying is deliberately targeting and persistently being unkind to a person in a way which physically hurts them, makes them unhappy or causes emotional stress. Specific types of bullying include being homophobic or racist, e.g. making comments about (see Appendix A), or making inappropriate/hurtful comments/gestures regarding a person's gender/disability, either directly or indirectly e.g. using MSN, Face Book, Twitter etc. (cyber bullying)..

Causes of bullying:

- Being a victim
- Wanting to be part of a group. Peer pressure
- Low self-esteem/insecurity
- Issues outside of school
- Indirect call for help
- Witnessing acts of bullying (in and out of school) either
- Feeling the need for respect from peers
- Unhappy at school with their comparative physical/academic progress with peers

Examples of bullying - see appendix C

Types of behaviour deemed to be inappropriate – see appendix D

Signs and Symptoms – see appendix E

Responsibilities for dealing with incidents of bullying:

- All staff, students, parents, carers or governors are responsible for ensuring that all reports of incidents of bullying are dealt with effectively and sensitively and that the guidelines/procedures set out in this policy are followed and that the appropriate measures are put in place.
- Any concerns regarding bullying need to be shared by and with an appropriate member of staff, e.g. Form/subject teacher, Teaching Assistant, Lunchtime Supervisor, SLs, Support/Progress Manager, CPLO, member of the Leadership Team, Headteacher, the Chair of Governors or Governor/s.
- Parents and carers are responsible for reporting to the school any concerns they have that their child/children could be/are being bullied. In the first instance they should contact their child/children's Form Tutor or Support Manager.

- Parents and carers are responsible for reporting any incidents of verbal, physical, cyber-bullying to the police if they feel this level of intervention is warranted. Parents and carers are responsible for informing the school if they choose this course of action.

The Policy

Stocksbridge High School does not accept any form of bullying. It is the responsibility of **all** staff to take all forms of bullying seriously. The aim of the policy is to deal effectively with issues relating to bullying by:

Ensuring that staff, students and parents/carers are aware that bullying concerns will be dealt with sensitively and effectively and thus our policy is such that:

- It is alright to tell. All members of staff, students, parents and carers will be/are encouraged to report incidents of suspected/actual bullying.
- The member of staff/ adult you tell will listen to you.
- In an incident of cyber bullying, the student/s will write down what they have told them and should they have any evidence student/s should produce this and should there be physical evidence of bullying e.g. MSN messages/images, with paper copies, these will also be shown to the parents/carers of those perpetrating the images/messages.
- Staff will endeavour to tell the student/s before they pass any information to others.
- Working with the student/s, the member/s of staff involved will do everything they can to ensure the bullying stops.
- The school will make it clear to the bully (and his/her parents/carers if appropriate) that bullying is not acceptable. It could also be pointed out that the bullies' actions could actually be breaking the Law. (E.g. Cyber bullying – could actually be breaking the Harassment Act of 1997 or the Telecommunications Act 1984).
- Use all students as a positive resource in stopping bullying. Peer groups will often be willing to help and support victims once they have been identified by a member of staff. They can also help less confident pupils and newcomers feel welcome and accepted.
- Everyone has the right to come to school free from fear.
- Support is provided for students who have been bullied.
- Students who have bullied can work with teachers, SMs, PMs, in order to address their feelings and any problems.
- Year 11 Student Leaders and Y10 Peer Mentors can provide support and advice for younger students – especially Y7s that they are linked to. This role will be stressed during training sessions for both Y10 and Y11 groups
- An outline of the schools bullying policy is provided in each student's planner which parents are advised to read through.
- Bullying issues either inside school or outside school and anti-bullying measures are highlighted and reinforced with students through a range of mediums- assemblies, PSHE, curriculum subjects.
- Acts of bullying could also see Stocksbridge High School using clauses 77-78 of Chapter I of the Education Bill 2006. Parents of bullies could face Court – imposed parenting orders or face £1000 fines.
- Parents/Carers will be invited into school each year to attend sessions highlighting the benefits, risks and dangers their children can be exposed to through using the internet/chat rooms/Facebook, Twitter/Social Networking sites.

The minimum age required for sign up for Facebook is 13 years old. If an underage account is reported to Facebook they will delete it. MSN does not have a minimum age but requires online permission from an adult.

Bullying issues outside of school involving students who have opened a Facebook account possibly by falsifying their age or using social networking sites without parental permission will only be dealt with by school if it impacts on school life.

Supporting everyone in the school community to identify and respond to bullying

- Working with all staff and if necessary outside agencies to ensure consistency of approach and practice, to identify different types of bullying and deal with them effectively. E.g. relating to homophobia, racism, gender/disability, the use of Cyber/Internet Bullying.
- The school encourages everyone to treat others with respect through:
 - ◆ The Behaviour Policy and RESPECT Agenda.
 - ◆ Example set by staff.
 - ◆ The curriculum. E.g. Assemblies, PSHE, Year Time.
 - ◆ The equality scheme
- Identify types of bullying that can be tackled through class/corridor displays, the recording and reporting process, school council and peer support from Peer Mentors and Student Leaders.
- To provide a safe place where support and assistance can be offered. STAR will be available to those students who have been bullied or who are or feel vulnerable.
- The school further encourages positive behaviour through:
 1. The Rewards System.
 2. Form Report Books/ Class Merits.
 3. Verbal praise
 4. Communication with students and parents through the planner.
 5. Praise postcards
 6. Letters to parents.
 7. The school newspaper.
 8. Sanctions could include after school detentions, break and lunch time detentions, students placed in isolation.
 9. For more serious incidents a student may be excluded.

In cases where bullying of any form has taken place outside of school, the school will contact the parents/carers of both victim and bully (as appropriate), to discuss what steps will be taken e.g. follow the school sanctions and/or advise contact with outside agencies or with the Police (with evidence of persistent cyber bullying).

- Staff training will be provided for all members of staff in school and Governors, to familiarise them with the policy and the procedures followed.

Ensuring that students and parents are aware that a range of sanctions can/will be applied against those engaging in bullying

- Those who bully can expect:
 1. Break/lunch time DT.
 2. After school HTDT.
 3. Withdrawal of privileges
 4. Contact with parents.
 5. Isolation from identified lessons for a fixed period.
 6. Conduct Room
 7. Fixed/permanent exclusion.
 8. Progress/Support Managers involvement.
 9. Bullies may have to meet with the person/s they have bullied with an adult and accept responsibility for their actions and make amends.
 10. The school is prepared in appropriate cases to arrange counselling for both bullies and the bullied.
 11. A record of bullying incidents will be kept, added to student's files and these will be reviewed if necessary.

Ensuring that parents/carers expressing bullying concerns will have them taken seriously

- Parents/carers who have concerns can contact the school and speak to a member of staff (initially Form Teacher/SMs). These meetings /phone calls will be logged/recorded for information/reference.
- Concerns will be investigated and appropriate information will be communicated to parents/carers.
- Parents/carers can come into school to meet with members of staff to discuss bullying concerns. This could be a Form Teacher, Support/Pastoral Manager, Principal Support Manager or a member of the SLT.
- Parents/carers are encouraged to inform school of any change in behaviour of their children.

Discussing, monitoring and reviewing this policy

1. Staff involvement:

- All staff will receive training regarding how to deal with incidents/reports of bullying from students, parents/carers and colleagues. How to proceed once reports have been made and which appropriate member of staff to inform, e.g. SM/Form Tutor.
- Record specific incidents of bullying. Information will be analysed to determine patterns, places, and groups. Information is to be provided by a revised format of recording e.g. Pink Slip.
- All incidents must be recorded using the school's pink slips.
- Data on bullying is passed to LA as appropriate E.g. Concerning racism, homophobia and the number of bullying incidents.
- Hold appropriate discussions on this topic at SLs, SMs (Pastoral Managers), PMs, Year Team and Department meetings.

- Hold discussions on bullying and its definition with all staff and students through School Council. Monitor and review data on bullying and take action as necessary.
- Make staff, students, parents/carers and governors aware of the schools commitment to educating students about and tackling issues/incidents surrounding bullying through involvement in local and national anti-bullying initiatives and highlighting this involvement e.g.Y7 PSHE and involvement in anti-bullying campaigns.

2. Student involvement:

- The bullied student should record the events in writing complete with dates.
- The bully should also record the events in writing with dates.
- Any evidence of cyber bullying will be recorded and kept on file and if need be, passed on to the relevant outside agencies.
- Any evidence given by other students/witnesses will be recorded and kept on file and if need be, passed on to the relevant outside agencies.

The Scope of this Policy

This policy includes:

- Bullying of students by students in school.
- Bullying of and/or by students outside school, where the school is aware of it.
- Bullying of staff within or outside school.

This policy should be read in conjunction with the following:

- i) The Behaviour Policy.**
- ii) The Confidentiality Policy.**
- iii) The Drugs Policy.**
- iv) The Child Protection Policy and Safeguarding Policy.**
- v) The Equal Opportunities Policy.**
- vi) The Equality Scheme.**

- SMs, CPLO, E-safety, Principal Support Manager to record and monitor incidents of bullying.
- Information should be shared with appropriate staff in school, parents/carers, Governors and if necessary outside agencies.
- Follow up meetings/reviews are to be carried out with both the bully and the bullied.
- Good practice in dealing with bullying is to be shared with all staff, parents/carers and governors.

The policy will be reviewed and amended as necessary by the member of staff co-ordinating the Bullying Policy (MS).

Appendix A – Definition of Homophobic/Racist bullying –

Comments which are (deliberately) made which cause insult, offence, hurt towards an individual/group because of their nationality, race or sexuality.

Appendix B – Definition of Cyber/Indirect bullying –

1. Text messages – unwanted, unwelcome texts that are threatening or cause discomfort.
2. Picture/Video clips via mobile phone cameras/PC – images sent to the victim and/or others to make the victim feel threatened or embarrassed.
3. Mobile phone calls – using silent/“crank” calls or abusive messages to the victim, or stealing the victim’s phone/SIM card and using it to harass the victim and/or others, to make them believe the victim is responsible.
4. Emails – sending emails which make the victim feel intimidated, threatened or embarrassed. This includes those sent using a pseudonym or somebody else’s name/password.
5. Chat room bullying – sending menacing or upsetting messages and/or responses to children other young people, students, when they are in a web-based chat room.
6. Instant messaging (IM) – sending intimidating, threatening, unpleasant or embarrassing messages while others conduct real time conversations online.
7. Bullying via websites (social networking e.g. Facebook, MSN, Twitter) – using defamatory ‘blogs’ (web logs), personal websites and online personal polling sites to threaten, intimidate, embarrass the victim/s.

Appendix C - Examples of bullying

1. Physical e.g. persistently, pushing, shoving, hitting, kicking.
2. Verbal e.g. persistent threatening comments, name calling, using inappropriate language.
3. Cyber/Indirect. E.g. Using text messages, mobile phones, e-mailing (see Appendix B – Websites, - Instant messaging, - Chat room bullying – BBM, Facebook, MSN, - Picture/Video clips), to threaten/spread rumours/unpleasant images either in or out of school. Making “repeated” threatening, offensive remarks/encouraging others to do so can be a criminal offence. Cyber-bullying is defined as an aggressive/intentional act carried out by an individual, or a group, using electronic forms of communication, either directly or indirectly, repeatedly over time against a victim or victims (who cannot easily defend themselves).

Appendix D - Types of behaviour deemed to be inappropriate

1. Humiliation; including name-calling, reference to academic ability etc.
2. Intimidation; including aggressive use of body language.
3. Verbal abuse, anonymous or otherwise.
4. Physical abuse or threatened abuse.
5. Aggressive or obscene language.
6. Offensive joke; whether spoken or by email, text messaging etc.

7. Humiliating, abusive or aggressive images or comments on email, social networking sites, MSN etc.
8. Victimization; including very personal remarks.
9. Exclusion and isolation of an individual or group by others
10. Intrusion through interfering with personal possessions e.g. bag, or coat.
11. Repeated unreasonable assignment to duties that are obviously unfavourable.
12. Threats, including demands for money.
13. An attack by rumour, gossip, innuendo or ridicule on any individual's reputation (staff or student).

Appendix E - Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

1. Is frightened of walking to or from school
2. Doesn't want to go on the school/public bus
3. Asks to be driven to school
4. Changes their usual routine
5. Is unwilling to go to school (school phobic)
6. Begins to truant
7. Becomes withdrawn, anxious, or lacking in confidence
8. Starts stammering
9. Attempts or threatens suicide or runs away
10. Cries themselves to sleep at night or has nightmares
11. Feels ill in the morning
12. Begins to do poorly in school work
13. Comes home with clothes torn or books damaged
14. Has possessions which are damaged or "go missing"
15. Asks for money or starts stealing money from home (to pay bully)
16. Has dinner or other monies continually "lost"
17. Has unexplained cuts or bruises
18. Comes home starving (money/lunch has been stolen)
19. Becomes aggressive, disruptive or unreasonable
20. Is bullying other children or siblings
21. Stops eating
22. Is frightened to say what's wrong
23. Gives improbable excuses for any of the above
24. Is afraid to use the internet or mobile phone
25. Is nervous and jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.