



STOCKSBRIDGE
HIGH SCHOOL

Anti-Bullying Policy

Responsibility	Assistant Headteacher School Council
Last review date	September 2021
Next review date	September 2022
Approved by Head Teacher	Y

“This document was written in collaboration with Healthy Minds, Sheffield Children’s NHS Foundation Trust”

Sheffield Children’s 
NHS Foundation Trust



Contents

Principles	3
What we define as bullying at Stocksbridge High School.....	3
Philosophy	4
Statement of Intent.....	4
Entitlements at Stocksbridge High School.....	5
Information and guidance for students	6
Information and guidance for parents	7
Information and guidance for staff	8
Information and guidance for pastoral staff.....	9
Signs and symptoms of bullying:	10
Sexual Harassment.....	10
Bullying and harassment of Staff.....	11
Social Media	11
External Support:.....	11
Appendix 1.....	13

Principles

Stocksbridge High School is an inclusive community that values and celebrates diversity. Our policies are based on our key values:

- **To be Positive**
- **To be Caring**
- **To be Courageous**
- **To be Reflective**

Bullying of any kind is unacceptable in our school. We expect all of our students and staff to live our values and stand up to, and take action on, any kind of bullying or discrimination. We expect our parents to support us in ensuring our message that **bullying and discrimination of any kind is unwelcome in our community**. Bullying relating to the nine protected characteristics, as defined in the Equality Act 2010, is not tolerated:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

All students learn about nine protected characteristics through Life Plus curriculum and the wider SMSC offer. When bullying is identified, offenders are sanctioned but also educated further as to the seriousness of their bullying.

Bullying and/or discrimination will be dealt with swiftly and seriously.

All schools should assume that sexual harassment, online sexual abuse and sexual violence are happening in and around their school, even when there are no specific reports. Therefore, Stocksbridge High School has measures in place, defined in this policy, to address these issues.

What we define as bullying at Stocksbridge High School

The **repetitive, intentional** hurting of one person or group by another person or group.

Bullying can be **physical, verbal** or **psychological**. It can happen face-to-face, on-line or on social media.

Bullying can take many forms, including:

- Physical bullying (hitting, kicking, theft ...)
- Verbal bullying (racist, sexist, homophobic comments and name calling)
- Indirect bullying (e.g. spreading rumours ...)
- New technology bullying (texting, sending videos or images, email, social networking sites ...)

It is an evolving and changing area.

Philosophy

The Anti Bullying Policy is based around the following statements of purpose:

- All bullying is unacceptable. This is regardless of who bullies or how the bullying is delivered or what reasons are given to justify bullying actions.
- Stocksbridge High School recognises the negative effect on children and young people who may be subjected to bullying. We believe that students deserve to learn in an environment in which they feel safe and supported.
- Victims of bullying should always be treated in a supportive manner by staff. Staff are expected to follow defined protocols to deal with bullying.
- The harmful effects on school performance and social development which may be caused by bullying are recognised by the school.
- Students who bully need to change their behaviour (it is the behaviour not the person that is condemned) and they too will need support to do this. We will, as a school, support people who bully to understand why their behaviour is unacceptable, as we know that there can be underlying reasons for this behaviour. However, we expect that if this support is given, students change their behaviour immediately.

Statement of Intent

The aim of the policy is to remove all bullying behaviour at Stocksbridge High School. We will not accept bullying, discrimination or harassment in our community. Staff, parents and students should be clear that we are all responsible for ensuring our inclusive values are shared.

Our objectives with this policy are:

- To further create an environment at school in which bullying is viewed as inappropriate in all circumstances and at all times.
- To provide strategies and guidance for all stakeholders on how to reduce bullying incidents. 'All stakeholders' includes students, parents, staff and governors. To recognise that we all have a responsibility for challenging bullying behaviour. If everyone challenges bullying in all its forms then we can create a culture within the school of respect and tolerance.
- To have a clear process by which students can report bullying incidents and to ensure that reported incidents are thoroughly investigated. All relevant stakeholders will be informed of the outcomes from the investigation. It is important that students are aware of how to inform on bullying incidents, as this can be one of the most difficult areas for students.
- To ensure that all bullying incidents are recorded. We need as a school to know what the level of bullying is like and to ensure that bullying is decreased year on year. Bullying incidents will be recorded on CPOMS in school. Parents should be recording bullying, harassment and discrimination with the police by calling 101 or logging incidents with South Yorkshire Police online.

The School Council, Governors and Senior Staff are continually developing how we respond to bullying. Some responses to bullying include:

- Peer mediation
- Staff mediation
- Outside agencies e.g. the community youth team
- Pastoral Managers and Form Tutor communication
- Form time activities to educate

- Year team information sharing
- Teacher awareness
- Assemblies
- LIFE+ curriculum to educate students
- Support for both the victim and the student(s) who bully, it is important that there is an end to the incident.

Entitlements at Stocksbridge High School

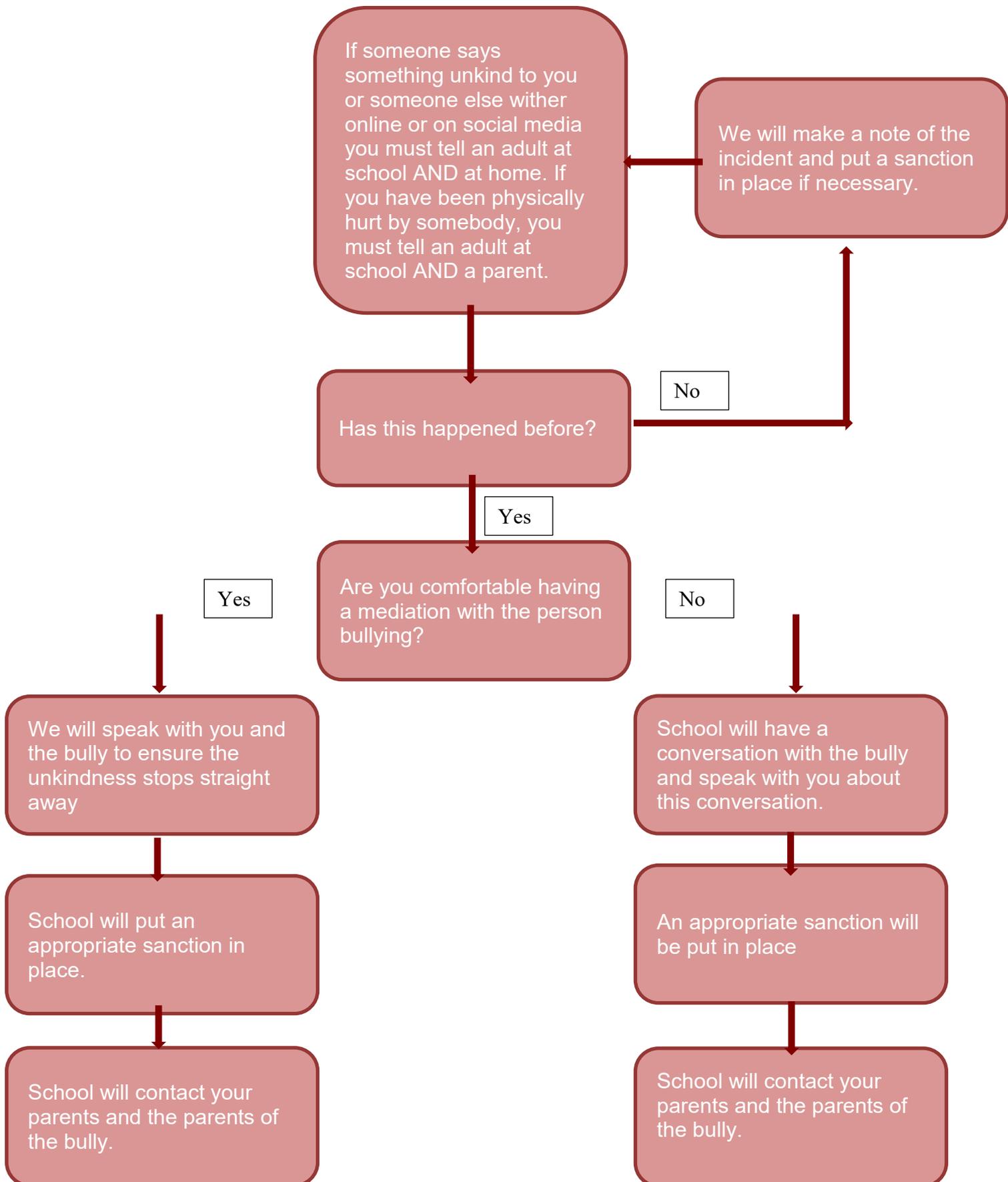
Whilst a student or staff member is on the school premises or on the way to school, they are entitled:

- To not be discriminated, teased or bullied about any of the nine protected characteristics of the Equality Act 2010:
 - age.
 - disability.
 - gender reassignment.
 - marriage and civil partnership.
 - pregnancy and maternity.
 - race.
 - religion or belief.
 - sex.
- To feel safe, secure and not made to feel unhappy – at all times.
- Not to be touched against their will.
- Not to be teased about their race, gender, sexuality, disability, home life, weight, performance at school or physical appearance.
- Not to accept sexual abuse, harassment or violence in any form (see below)
- To not be spoken about in a negative and hurtful way.

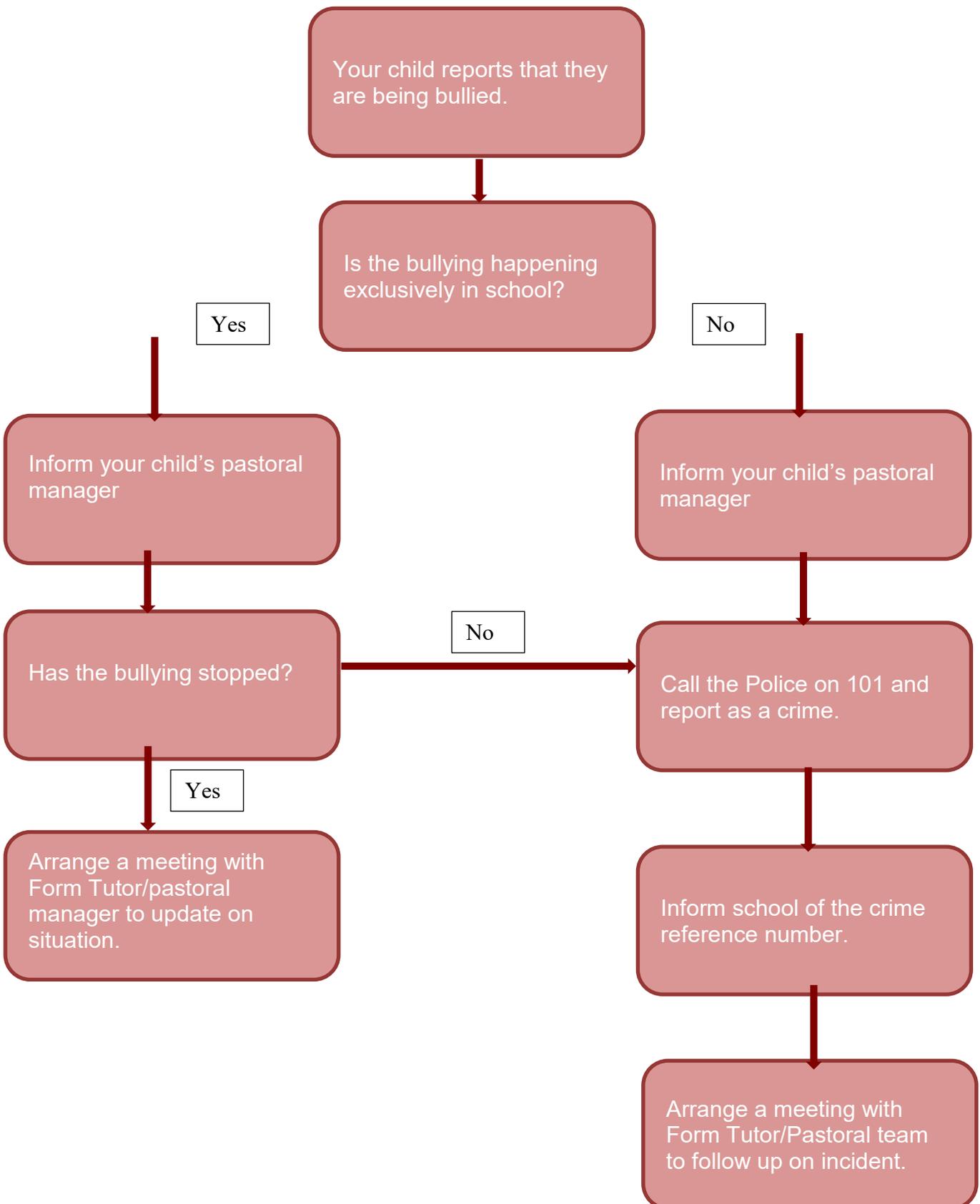
Information and guidance for students

What should you do if you are being bullied:

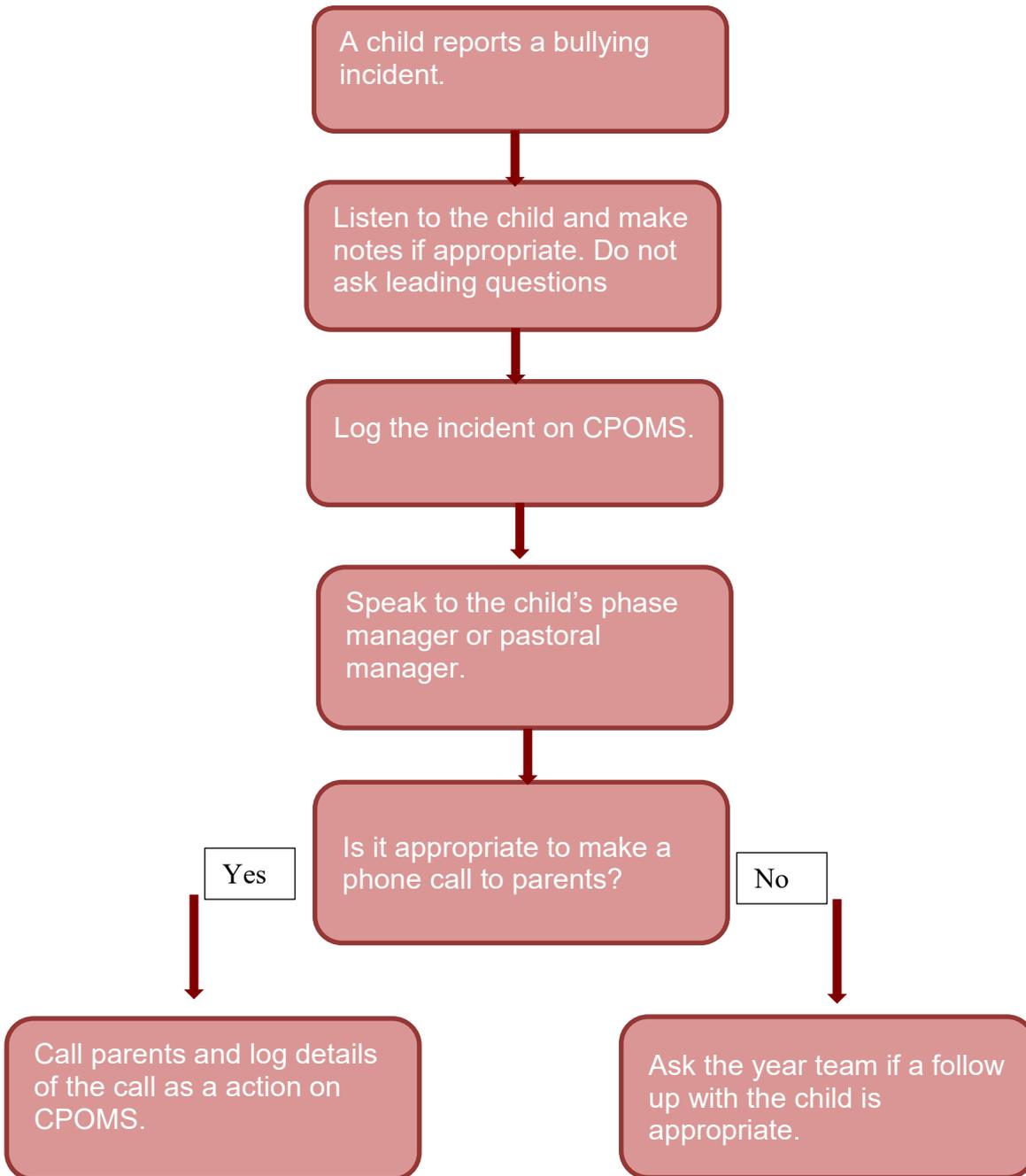
This process will be repeated with more serious sanctions if one cycle has already been completed.



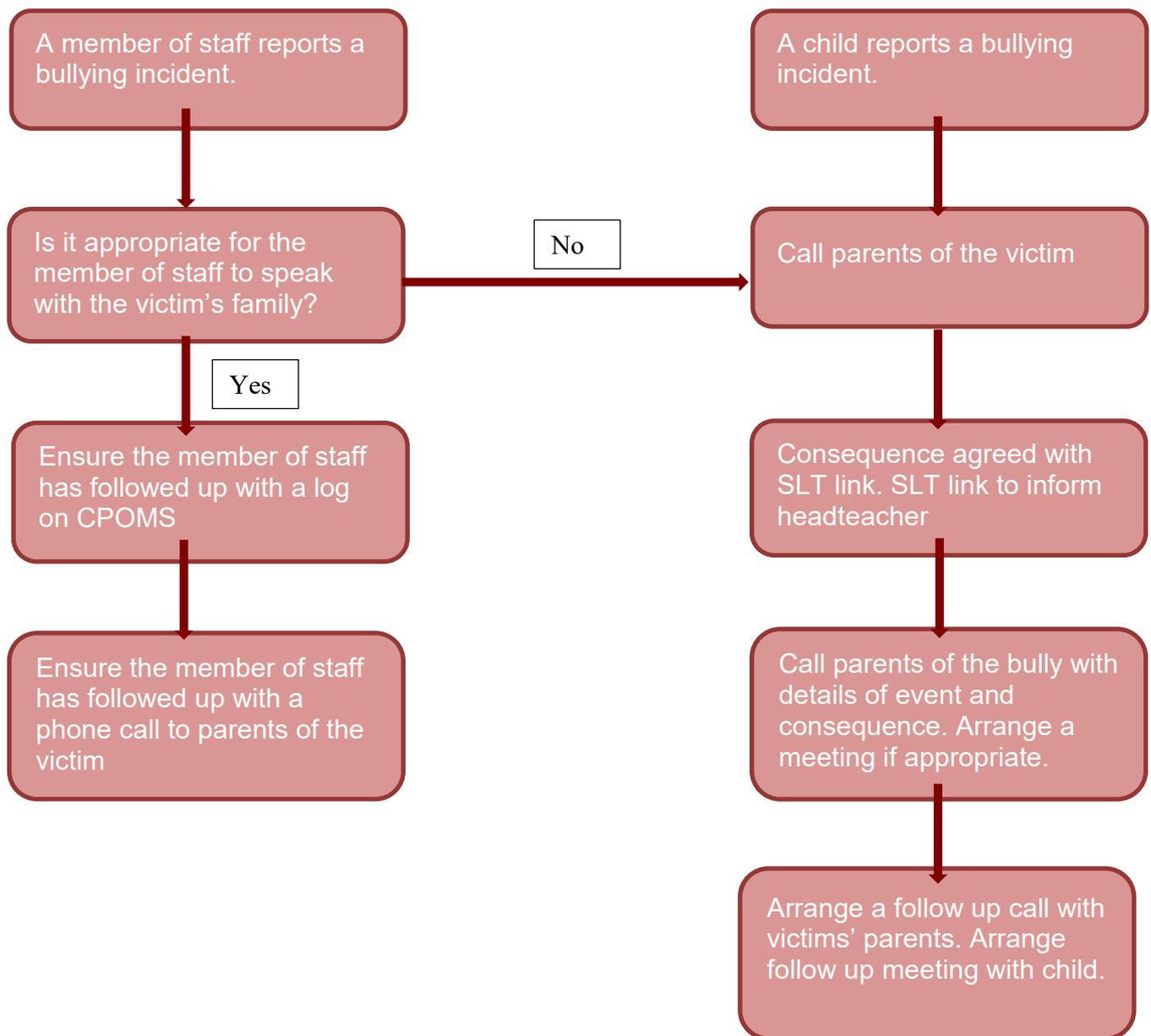
Information and guidance for parents



Information and guidance for staff



Information and guidance for pastoral staff



Signs and symptoms of bullying:

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

- Is unwilling to go to school;
- Is frequently absent from school;
- Changes his or her usual routine;
- Becomes anxious, withdrawn or is lacking in confidence;
- Attempts or threatens suicide or runs away;
- Frequently feels ill in the morning;
- Demonstrates changes in work patterns;
- Has possessions which are damaged or 'go missing';
- Asks for money or starts stealing money;
- Has unexplained injuries;
- Stops eating;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Is frightened to say what's wrong;
- Is evasive or gives improbable excuses in relation to any of the above.

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

Sexual Harassment

Sexual harassment is a form of unlawful discrimination under the Equality Act 2010. The law says it's sexual harassment if the behaviour is either meant to, or has the effect of:

- violating your dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment
- (Source: Citizens Advice 2021 <https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/sexual-harassment/>)
- Sexual harassment can include:
- sexual comments or jokes
- physical behaviour, including unwelcome sexual advances, touching and various forms of sexual assault
- displaying pictures, photos or drawings of a sexual nature
- sending emails with a sexual content
- Up skirting (for information and definition <https://www.gov.uk/government/news/upsirting-know-your-rights>)
- Sending messages on social media that are inappropriate or are of a sexual nature.

Stocksbridge High School will not accept any form of Sexual Harassment towards its staff or students. Students who feel they have been sexually harassed or would like to report sexual harassment should follow the steps above "Guide for Students". Staff and parents will make a joint decision of whether this meets the threshold for a call to the Police. Police will be called even for a one-off incident that is deemed to be sexual harassment, and does not have to be "continuous".

Staff should refer to PART 5 OF KCSIE when dealing with incidents involving sexual violence and sexual harassment. Refer to "External Support" in this document for link.

Bullying and harassment of Staff

Stocksbridge High School have a duty of care to all employees to protect them from ongoing abuse in the school environment and on electronic platforms. Students found to be bullying, harassing or being abusive to our staff will bypass areas of the behaviour system and will be withdrawn from lessons immediately until the headteacher has discussed the situation after evidence has been gathered by pastoral staff.

Bullying of staff could result in:

- An immediate “Step Out” placement, which would take place at a local school or school within Minerva Learning Trust.
- An immediate fixed term suspension from school.
- A permanent exclusion.

Staff who are being targeted by students or groups of students are encouraged to report such instances to the Police immediately. Staff should speak to at least one of the following members of staff to report the incident:

Mr. A. Ireland (Headteacher)

Ms. N. Layland (Deputy Headteacher)

Mr. S. Tipson (DSL)

Mrs. S. Drayson (DSL)

Social Media

We accept that the vast majority of young people will use social media but our experience tells us that some have difficulty with relationships and harassment through these platforms. The safe use of social media is taught through Life + and ICT lessons and the messages reinforced through form time and assembly activity. However, we encourage parents and carers to check the legality of the use of social media as some platforms have minimum age requirements and to do what you can to monitor their use.

The regulation of social media falls well beyond the remit and scope of the school. We will do what is possible to support victims of bullying and unkind comments on social media but parents and carers should be mindful that it will be difficult, probably impossible, for the school to identify the perpetrators. We encourage parents and carers to involve the police in such incidents.

Social media covers many platforms, most frequent accesses through a mobile device but please be aware that it also includes online gaming platforms such as Xbox Live and the PlayStation network.

Parents/carers reporting abuse online should call our pastoral team and include a crime reference number after from the report to the police.

External Support:

This policy should be read in conjunction with the Behaviour Management policy, the School Exclusion policy and the on-line safety policy. This policy follows the guidance and legislation set out in: DfE guidance (July 2017) ‘Preventing and Tackling Bullying: Advice for School Leaders and Governors’. Available here:

For staff and governors:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

For Students:

<https://www.kooth.com/>

<https://www.childline.org.uk/>

For Parents:

<https://smartcontact.southyorkshire.police.uk/> - To report an incident online (or call 101)

jganley@stocksbridgehigh.co.uk (Year 9)

agoodings@stocksbridgehigh.co.uk (Years 7 & 8)

aproost@stocksbridgehigh.co.uk (Years 10 & 11)

Appendix 1

Anti-Bullying policy feedback meeting

SHS Champions/School Council November 5th, 2021

Leady by Agnes Truong, Healthy Minds Sheffield Children’s NHS Foundation Trust

RE: School’s Anti-Bullying Policy and their viewpoints. Comments by students in Red.

What they liked about it	What could be improved on
<ul style="list-style-type: none"> • Liked how under Principles it mentioned about age, gender reassignment, pregnancy and maternity and race. It makes this policy very inclusive. • Under Statement of Intent, they liked: form time activities to educate, year team info sharing, teacher awareness, assemblies, LIFE+ curriculum to educate students and support for both victim and students who bully. • Under Entitlements, they liked: not to be touched against their will, not to be teased....., not to accept sexual abuse..... Student also wrote in relation to ‘not to be spoken about in a negative and hurtful way to still tell someone. • They like the flow chart, it’s very clear and makes sense • They liked how the policy mentions that school staff can be bullied too, not just students. • Under Entitlements of SHS → home life, weight, performance at school or physical appearance. This is a better policy, this is a good adjustment. • They liked the words in the policy such as ‘psychological’ and ‘indirect bullying’. • They liked that bullying incidents will be recorded so this allows the school to see the rise in bullying happening • They liked that the support is for both victim and bullying • Under Philosophy, they thought the point of ‘we expect that if this support is given....’ This point is good – behaviour is taught/learned. Bullies should be supported too. 	<ul style="list-style-type: none"> • Under Philosophy, can the last word be “However, we expect that if this support is given, students change their behaviour at the same time” • In the first flow chart under ‘School will contact parents, etc’, they wrote ‘only if the victim wants it’ and ‘parents do not need to know everything’ • Use gender neutral words throughout the policy such as them and they, not ‘he’ or ‘she’ • Add ‘sexuality’ under Principles list • Add ‘parent communication’ to list under Statement of Intent • Under Entitlements at SHS: ‘not to be teased about their.....performance → ‘is it still alright if you’re doing well e.g. it’s already for you, you’re already working at a grade 7. Some of us are only to get a S, stop complaining. • Under Philosophy → ‘students change their behaviour immediately’. ‘Not all people do after this happens, students might need more time and more support.’ • ‘In LIFE+, can there be more in-depth discussion about why homophobia and discrimination is bad. E.g. looking at history where it comes from.’ • ‘Can the Equality act be mentioned somewhere in the flow chart?’ • Under Signs and Symptoms of Bulling, can you add ‘grades dropping significantly’ • Under Social Media → ‘I think this should only apply to people who are known to be irresponsible online. • Under Principles → elaborate on ‘take action on’ to also include: encouraging witnesses of bullying to speak up.’ • ‘In the flow chart, at the end, can something be said around ensuring bullying issues is resolved positively’ • Under Entitlements at SHS: ‘on the way to school’ → some students might feel that because it’s not on school property, they won’t be taken seriously and won’t see the point of reporting the bullying. • Clarify mediation and what does it involve. • Ensure there is consistent word use: either use ‘young people’ or ‘student’ continuously throughout the policy.