



*Achievement for all*

## Anti Bullying Policy

Adopted/Reviewed: March 2019

Date of Next Review: March 2020

Signed: .....  
(Head Teacher)

Date: .....

Signed: .....  
(Chair of Governors)

Date: .....

### 1. Aims and Objectives

Sherburn High School seeks to create an environment whereby bullying behaviour is not acceptable by any member of the school community.

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should know who they can talk to and know that incidents will be dealt with promptly and effectively. We are a telling school. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

### 2. Definition of Bullying

Bullying is the wilful, conscious desire to emotionally or physically hurt, threaten or frighten someone. It tends to be repeated over a period of time and it is difficult for the victims to defend themselves against it.

Bullying may be motivated either by bias or prejudice based upon any actual or perceived characteristic, such as race, colour, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic, or is based upon association with another person who has or is perceived to have any distinguishing characteristic. Bullying and harassment also include forms of retaliation against individuals who report or cooperate in an investigation under this policy.

### 3. Nature of Bullying

Bullying can be:

- Emotional Being unfriendly, tormenting (e.g. hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Verbal Name-calling, sarcasm, teasing. Indirect, spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours
- Cyber Bullying - through the use of internet, mobile phone, personal digital assistant (pda), computer, or wireless handheld device, that is reasonably perceived as being dehumanising, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress. Children are increasingly more at risk of this. Students will be advised not to accept requests from people they do not know and/or give out their online details. Bullying via the internet/threats made will be taken seriously by the school. Students will be made aware that posting of pictures/posts or any other forms of harassment will be treated seriously
- Extortion or damage of a person's property
- Bullying by race, gender, sexual orientation or disability - this may include verbal abuse. Racist jokes or mimicry, wearing offensive or provocative badges/ clothing etc., bringing in offensive literature or accessing this through social media and sharing with other students, inciting others to behave in an offensive way, offensive graffiti or written notes, refusing to work with students because of the above
- Sexual bullying has direct impacts on both genders: such as abusive name calling, comments about appearance, inappropriate touching without consent, sexual propositions and inappropriate sexual comments, pornographic material, graffiti and sexual content, sexual assault

Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focus on disabilities or other physical attributes (such as hair, colour or body shape) or any reference to Special Educational Needs and/or disability.

Any acts of violence, bullying, racial or sexual harassment are serious offences and the sanctions will reflect this.

Since bystander support of bullying and harassment can encourage these behaviours, Sherburn High School prohibits both active and passive support for acts of harassment or bullying. Staff will encourage students not to be part of the

problem; not to pass on the rumour or derogatory message; to walk away from these acts when they see them; to constructively attempt to stop them; to report them to a member of staff; and to reach out in friendship to the student.

Bullying can occur in the classroom, on school premises, immediately adjacent to school premises, when a student is traveling to or from school, or at a school-sponsored event, whether or not held on school premises. Bullying or harassment, including cyber bullying/ harassment, is covered by this policy if the incident results in a potentially material or substantial disruption of the school learning environment for one or more students and/or the orderly day-to-day operations of any school or school programme. Schools are not responsible for bullying incidents that occur out of school hours, off the school premises, but there may be some circumstances where the school feels that it has a duty of care to investigate and sanction such behaviours. Examples may include travelling to and from school and also where a student's welfare is affected when they return to school.

As part of the school's Equal Opportunities Policy, House Achievement Leaders are responsible for recording all such incidents for monitoring purposes. This information will be shared amongst all staff in the school. This will assist teaching staff in their classroom seating plans and planning groups for lessons and out of school visit trips. It will also assist all staff in spotting any persistent cases of bullying.

At Sherburn High School we believe that standards for students' behaviour must be set through interaction among the students, parents and carers, staff, and members of the school community, producing an atmosphere that encourages students to grow in self-discipline and their ability to respect the rights of others. The development of this atmosphere requires respect for self and others, as well as for community property on the part of students, staff, parents, and community members.

It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victims. All students deserve the opportunity to be helped to understand what acceptable behaviour is. Students are educated through PSHCE, assemblies, and the wider curriculum to raise awareness, with discussions of differences between people and the importance of avoiding prejudice. There are criminal laws that apply to harassment, assault and threatening behaviour. If staff feel that a criminal offence may have been committed they should seek assistance from the police

#### Recognising the signs of bullying

- Withdrawn and anxious behaviour
- Change in friendship groups
- Race, religion, sexual orientation or social class, a disability or difficulty
- School work deteriorates
- Attendance becomes erratic, punctuality becomes an issue, starts to truant. Constantly feeling ill to avoid school and/or certain situations.
- Seeks adult company in school or maybe reluctant to speak to staff
- Can display unusually aggressive or disruptive behaviour- may show this at home towards family members
- Suicidal comments made

#### 4. Procedures to follow

Students are not to tolerate any form of bullying behaviour.

An adult should be informed immediately when someone is being bullied or in distress. Students should report any incidents of bullying they witness. Doing nothing can suggest support for the bully. If a student does not feel they can

talk to an adult; each form has a peer mentor and/or student leader who they could tell and have the information passed on for them. Parents/carers can report incidents of bullying by calling the school or e-mailing the House Achievement Team. Once an incident of bullying has been reported to the Achievement Team the incident will be investigated in school and parents/carers will be kept updated with developments.

Not all bullying incidents are the same and each incident will be treated equally and independently. An example of how an incident of bullying could be dealt with in school is shown below.

<p>Incident should be reported to the House Achievement Team (Any incident reported to staff will be reported to the Achievement Team)</p> <p>All school staff must be vigilant and respond quickly to any bullying behaviour. It maybe that the child does not report incidents and therefore staff need to do this on their behalf if they have any suspicions a child is being affected by bullying.</p> <p>However minor the incident seems – staff will report this to the Achievement Team.</p>
<p>The incident will be investigated through interviews and witness reports collected from all parties involved.</p>
<p>Students involved spoken to individually or together depending on the incident (FORMAL WARNING)</p> <p>The students will be made aware that their behaviour is completely unacceptable.</p> <p>The victim will be given protection and support and know where to go if they need this. Safe places in school will be established and agreed. Mediation between the victim and the bully may be put in place if appropriate.</p>
<p>A sanction may be applied at this stage depending on the incident.</p>
<p>Parents/carers will be notified if required and the incident logged for monitoring on the school system.</p> <p>A check up on the students will be carried out to ensure the bullying has not continued.</p>
<p>If bullying continues:</p>
<p>Support will be put in place for the victim to reassure parents/carers that the student is happy and safe in school.</p>
<p>The perpetrator will receive a more serious sanction ranging from isolation to exclusion. Parents will be notified and will need to attend a meeting in school. Repeat offenders will be immediately isolated. Support will be put in place to change/improve student behaviour. Incidents will be logged on the student's permanent school record.</p> <p>Continued bullying incidents will be referred to the Assistant Headteacher.</p> <p>The Headteacher and Governors will deal with extreme cases.</p>

## 5. Strategies for Dealing with Bullying

The school continually works towards the elimination of bullying by:

- Ensuring that the school is patrolled at break, lunchtime and at the end of the day (staff duty rotas/in-house training to Lunchtime Supervisors)
- Using the curriculum as an intrinsic vehicle to raise awareness of issues surrounding bullying and the expected school code of behaviour
- The school will actively promote 'Anti –Bullying Week' and also encourage students to take part and support events held throughout the year in school

- Giving help and on-going support to the students
- Making the unacceptable nature of the behaviour and consequences of any repetition clear to the bully and his/her parents/carers. Giving support to bullies to change their behaviour
- Seeking the involvement of external professional agencies if and where necessary
- The students will be made aware of what constitutes bullying and what do if they are affected
- Parents/carers will be made aware of the school's viewpoints and policies on bullying
- Governors will be made aware of the school's viewpoints and policies on bullying

## 6. Action taken

Formal Warning: will be given to the students involved and parents or carers will be contacted giving details of the offence and inviting them in to school to discuss the matter and to be present when their child is given a Formal School Warning. Their support for the school's actions should be enlisted if possible. Further sanctions may be issued such as a lunch time or after school detention.

Isolation at the Assistant Headteacher's discretion - depending on the nature of the incident.

If bullying continues:

Where students do not respond to preventative strategies to combat bullying, tougher action is taken to deal with persistent and/or violent bullying. If students repeat this behaviour, incidents will be recorded on their permanent school records. As part of Sherburn High School's Behaviour Policy, a range of sanctions are available to deal with this type of bullying, including exclusion in cases of persistent bullying.

Some forms of bullying are illegal and should be [reported to the police](#). These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages
- hate crimes

<https://www.gov.uk/bullying-at-school/the-law>

## 7. Review

Sherburn High School ensures distribution of the policy to all school staff, students, and parents/carers, via the school website. The school shall incorporate information regarding the Anti-Bullying Policy into each school employee training programme, and the staff handbook.

Advice and useful links

cyber bullying -

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/444865/Advice\\_for\\_parents\\_on\\_cyberbullying.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf)

Bullying UK - [www.bullying.co.uk](http://www.bullying.co.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.childnet.com](http://www.childnet.com)

[www.chatdanger.com](http://www.chatdanger.com)

[www.ceop.gov.uk](http://www.ceop.gov.uk)