



# Sunderland High School

The best in everyone

## **Anti - Bullying**

This is a key policy of Sunderland High School. It applies to all members of the school community including those in our EYFS setting. The policy is available to all parents, prospective parents, school governors, members of the UCST Board and ISI Inspectors. This policy is available in printed form upon request or it can be accessed and downloaded via the school's website, [www.sunderlandhigh.co.uk](http://www.sunderlandhigh.co.uk). By contacting either Mrs E. Martin (school registrar, 0191 5677674) or Miss C. McArdle (Junior School Secretary, 0191 5143278) additional copies of the policy can be made available. In addition, larger print copies can also be produced upon request.

This policy has due regard to the DCSF guidance 'Safe to Learn: Embedding anti-bullying work in schools' Further, its effective implementation is supported by reference to the school's Behaviour and Discipline Policy, PSHE Schemes of Work and SMSC development of our pupils.

Sunderland High School seeks to implement this document through adherence to the procedures set out in the rest of this document.

Sunderland High School is fully committed to ensuring that the application of this policy is non-discriminatory in line with the UK Equality Act (2010). Further details are available in the school's Equal Opportunities Policy document.

This document is reviewed annually by AJS / CWB or as events or legislation change requires. The next scheduled review date is September 2011.

## **Whole School Policy Statement**

Sunderland High School is a community made up of groups of individuals: the pupils, the teaching staff and the support staff. We are a caring community, and we want each individual to feel safe and happy in our school. We wish to encourage an environment where independence is valued and where individuals can flourish without fear. To achieve this, each member of the school community is required to follow the School's Code of Conduct:

*To uphold the honour of the School.  
To have self-respect.  
To show respect for other people and their property.*

Any form of bullying is completely at odds with our Code of Conduct and has no place in our School. Incidents of bullying will be taken very seriously, and this is made known to pupils, Staff and parents.

Sunderland High School recognises that whilst bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour that have relevance within the context of this policy.

The school further recognises that bullying is damaging to a child's sense of self and wellbeing and that in some cases, bullying can cause psychological damage to children leading to serious or fatal harm and that all staff should be aware of sudden changes in the behaviour or moods of pupils as evidenced through observation, interview, verbal or written communication to another pupil / teacher. All such concerns must be reported immediately to the Head.

Sunderland High School aims to create a climate in which children feel safe and valued. It is the responsibility of the Head and staff to create a positive ethos and implement measures to prevent bullying within the school.

### **Key Principles**

Our key principles of good practice include:

- A clear Behaviour and Discipline Policy.
- Equal Opportunities and Racial Equality policies.
- A Safeguarding and Child Protection Policy.
- A system of rewards and sanctions.
- Early intervention.
- Communication / partnership with parents / carers.
- Involvement and understanding of pupils.

### **Definition of bullying**

Bullying is a wilful, conscious desire to hurt or intimidate another person. Bullying is a deliberate action taken by one or more children and is repeated over a period of time. The victims of bullying find it difficult to defend themselves; they feel powerless.

Bullying behaviour can be:

- Physical  
Hurting others by any form of physical contact e.g. hitting, kicking, and pushing.
- Verbal  
Name calling, teasing and insulting another.
- Indirect  
Spreading malicious rumours.
- Emotional

Threats and extortion. Being unfriendly and excluding others from social activities.  
Humiliating others.

- Interference with personal property  
Hiding, damaging and taking belongings without permission.
- Racial Harassment  
Verbal abuse by name calling, racist jokes. Refusing to co-operate in work or play activities with someone from a different race.
- Cyber bullying  
Using mobile phones or the internet to send bullying messages or photos.
- Sexual  
Verbal abuse, use of mobile phones to send pictures etc.
- Religious, Cultural, Sexist or Homophobic

### **Signs of Bullying**

Families are often the first to detect signs that their child is being bullied or is bullying others.

Changes in behaviour can indicate a problem. Common symptoms of being bullied include headaches, stomach aches, anxiety, irritability, lack of concentration, low self-esteem, depression.

Victims of bullying may be reluctant to come to school.

Any child can become a victim of bullying, though certain factors can make bullying more likely:

- Lacking friends.
- Being shy.
- Being from a different racial or ethnic group.
- Being different in some respect e.g. having special needs either physically or academically.  
being different in appearance e.g. small for age.
- Behaving inappropriately.
- Possessing expensive accessories.

### **Junior School Strategies**

- Pupils are given information about bullying through the PSHE programme:  
What is bullying?  
How do I deal with bullying?
- Pupils discuss issues associated with bullying during PSHE lessons or tutorial times.  
Bullying behaviour is unacceptable, not the person perpetrating it.  
Pupils are encouraged to support victims of bullying.  
Circle time and drama scenarios raise awareness and possible action.

- Pupils are given information about the school's bullying policy, which is reinforced in assemblies and at other times by class teachers:
  - Bullying will not be tolerated.
  - Pupils must tell someone about incidents of bullying.
  - Action which will be taken in cases of bullying.
- Statements about the school's position on bullying are clearly displayed around the school / in classrooms.
- Pupils are encouraged to confide in someone they trust.
- Designated teachers, lunchtime supervisors and pupils are trained to help pupils who are being bullied.
- Specific times and places can be arranged for pupils needing confidential discussions with either the school pupil mentor or other staff.
- Parents are given information regarding the school anti-bullying policy.
- School Council provides opportunities for staff and pupils to explore issues of concern.
- Pupils are listened to.
- Outdoor play areas provide opportunities for play and quieter activities.
- Key areas of the school are well-supervised.
- The monitor system supports younger pupils during play times.
- Buddy system for pupils who do not mix easily with peers.
- Co-operative group work is incorporated into class lessons.
- Links with outside agencies e.g. community police.

### **Senior School Strategies**

The Senior School anti-bullying policy addresses the following questions:

1. What is bullying?
2. What do we do as a School to prevent bullying from occurring?
3. What can a pupil do if he or she is being bullied, and what support is available?

#### **1. What is bullying?**

- Bullying is repeated behaviour which makes other people feel uncomfortable, hurt, threatened or frightened, whether this is intended or not.
- Bullying may be racial, sexual, verbal, disability, cyber, religious, cultural, sexist or homophobic.

- Examples of bullying include: name calling; intimidation; isolation; victimisation; attacks on property and possessions; physical attacks.

## **2. What do we do as a School to prevent bullying?**

- All pupils address the issue of bullying and anti-bullying strategies as part of their PSHE programme.
- The school's anti-bullying ethos is regularly reinforced in Assemblies.
- Pupils are made aware that bullying is taken seriously and will be punished.
- Pastoral concerns are a regular and important discussion item at Staff Meetings.
- Staff are made aware of practical strategies which greatly reduce opportunities for bullying.

## **3. What can a pupil do if he or she is being bullied -What support is available?**

- Pupils who are being bullied are encouraged to approach a member of Staff (or to ask their parents to contact the School).
- They will be listened to and taken seriously.
- If they feel unable to make the issue public, information will be recorded and kept on file.
- If they give permission for the information to be made public, this enables the School to investigate their allegations thoroughly and take appropriate action. All involved are questioned and it is often necessary to question witnesses, too.
- All information is recorded and the parents of all concerned are informed.
- Pupils who feel unable to approach a member of Staff are encouraged to speak to one of the Pupil Mentors.
- Following an incident of bullying, counselling and support is available from the pastoral Staff, and the situation is monitored for as long as is required.

### **Sunderland High School Anti-Bullying Procedures (Whole School)**

When incidents of bullying are reported to a member of staff they must be investigated immediately:

- Form teachers will initially deal with the situation. They will talk to the pupils concerned. Often the person responsible for bullying needs help to understand the effects of their behaviour – he/she may be experiencing difficulties, or may be or have been a victim of bullying. They may need help or counselling.
- A victim of bullying needs support and counselling
- Facts must be established and incidents recorded..
- The form teacher will monitor the situation closely and inform other staff who are in contact with the pupils about concerns.
- Parents will be consulted if incidents recur.

If bullying behaviour is established the following sanctions can be applied to that pupil:

- A verbal warning

- Withdrawal of a privilege or removing from situation where bullying occurred e.g. missing playtime/social time.
- Reporting to Key Stage Co-ordinator or Deputy Head.
- Reporting to Head.
- Parents contacted and formal meeting arranged.
- Temporary or permanent exclusion if sanctions and counselling have not been effective or the bullying is severe or persistent in nature.

With regard to the **Senior School**, the additional procedures can be applied:

- Conduct Mark
- Withdrawal of privileges
- Detention
- Head of Year's Report
- Deputy Head's Report
- Head's Report
- Temporary Exclusion
- Permanent Exclusion

Cases of bullying will be punished in line with existing discipline policies and will be appropriate to the offence: The parents of pupils who are involved in a bullying investigation will be contacted at an early stage.

*Pupils who use the Internet in ways that cause harm to others and bring the name of the school into disrepute, may be subject to disciplinary sanctions even if the behaviour takes place off school premises, and even if the pupils are over 18.*

The school aims to keep a bullying pattern analysis record so that persistent pupils can be tracked, trends identified and proactive measures taken.

Sunderland High School constantly raises the awareness of 'bullying' through staff training. All staff are vigilant and aim to reduce the risk of bullying at times and in places where it is most likely to occur. Pupil awareness of bullying is tackled through PSHE programmes, school assemblies, projects, stories and so on. The school's anti-bullying policy is closely tied to the behaviour policy and other relevant documents described below.

This document will be reviewed annually or where circumstances or legislation requires.

## **Related Policies and Documents**

Behaviour and discipline policy  
PSHE policy and Schemes of Work  
SMSC development of pupils  
UCST Dignity at Work Statement  
Saeguarding/Child Protection policy  
Pastoral policy  
Bullying pattern analysis record

**Updated January 2011**