

Anti-Bullying Policy for Stokesley School

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V1	Nov 2018	MLH	
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Statement of Intent

At Stokesley School we foster a community where everyone feels safe and can enjoy being at school. We recognise that bullying happens and it must be taken seriously. Bullying can affect everyone - pupils, parents and teachers, so we are determined to work together to combat bullies and bullying. This policy is designed to support us in our aims.

Bullying is:

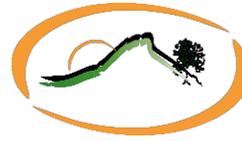
Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.

There are three types of bullying (referred to as VIP):

	Verbal	Indirect	Physical
Definition	The repeated negative use of speech, sign language or verbal gestures to intentionally harm (hurt) others.	Repeated negative actions, which are neither verbal nor physical to intentionally hurt others.	Repeated negative use of body contact to intentionally hurt others.
Example	Swearing, offensive language, discriminatory language.	Isolating someone from a group, damaging/taking somebody's property, physical intimidation.	Punching, kicking, spitting at someone.

Cyberbullying is:

- **Flaming/Trolling:** using extreme and offensive language/insults. The aim of flaming is to cause reactions and people often get enjoyment from the target's distress.
- **Catfishing:** creating fake profiles on social media network sites, apps and online.
- **Outing/Exposing:** coaxing someone into revealing secrets and forwarding it to others – usually involving screenshots.
- **Cyber Stalking:** repeating messages that include threats of harm, harassment, intimidation or engaging in other online activities that make a person afraid for his or her safety.
- **Exclusion:** intentionally leaving someone out of a group such as group messages, online apps, gaming sites and other online engagement.
- **Online Sexual Harassment:** sending unwanted images or messages of sexual context. This could include trying to persuade someone into returning images of themselves and/or doing something they are not comfortable with.
- **Denigration:** sharing information about another person that is false or damaging. Sharing photos of someone for people to make fun of, spreading false rumours and gossip.



The Law:

Within the Equality Act 2010, there are nine protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Hate Crime:

If bullying occurs and it is believed to be motivated by hostility or prejudice based on one of the following protected characteristics: disability, gender reassignment, sexual orientation, race, religion or belief. Then the event will be reported to the police.

What can we all do as a school community?

Prevent bullying by:

- creating a safe environment where people can move around without feeling threatened;
- building each other's confidence by treating everyone with respect;
- accepting everyone's differences;
- develop our Anti-bullying Ambassadors through training and staff support.

Support targets of bullying by:

- telling someone when you know there is bullying taking place;
- being a good friend. Targets may not feel at their best or be in the best of moods, and will need time, patience and privacy;
- providing a place of calm;
- ensure students know when and where they can find our Anti-bullying Ambassadors, if they wish to speak to a peer.

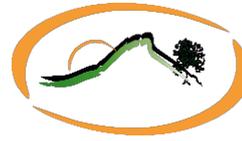
Ensure that everyone knows what to do about bullying by:

- regularly promoting the anti-bullying policy and discussing issues related to bullying during tutorial;
- promoting the anti-bullying message through campaigns, assemblies and social media;
- ensuring staff are trained to recognise the signs and symptoms of bullying and to know what to do about them;
- ensuring parents know what bullying is and how to support their child.

What can you do if you are being bullied?

You do not have to accept being bullied. It is not your fault. You can find help and support from:

- your Form Tutor or Head of Year;
- any adult in the school – this might be a teacher or a member of the support staff. They will listen, and advise you what to do;
- a friend, or family member – they can talk to your Head of Year for you if you prefer;
- the 'concerned or worried' button on the student dashboard and completing the form;
- an Anti-bullying Ambassador in School.



Why it is important to tell if you know there is bullying?

It will make you feel better when you tell someone. If you do not tell someone:

- it is difficult for anyone to help and the bullying may carry on and get worse;
- the bully could bully other people, and would not get help to change his/her behaviour.

What will happen when you tell?

- You will get a chance to tell the whole story to someone you trust.
- We will arrange for you to be in places where you feel safe from bullying and with people you feel happy to be with.
- We will work with you to build up your confidence.
- You will be consulted about how to stop the bullying. Usually the bullies don't need to find out you have told someone until you are ready.

What will happen to someone who is bullying?

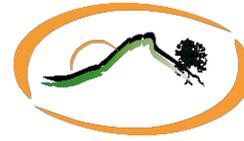
All actions that are taken are designed to make the bullying stop and these include:

- making sure the bully understands how much harm they are causing and that they should STOP THE BULLYING IMMEDIATELY;
- providing help to bullies to learn different ways of behaving – this may include apologising to the targeted person, in writing or face to face;
- severe punishments when the behaviour demands it. In very serious cases, the police may become involved;
- informing the bully's parents.

What can you do to help as a parent or carer?

When someone is being bullied, his or her parents can help by:

- clarifying if it is actually bullying – we have adopted the same definition used by the Diana Award: “Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe”;
- working with your child – it can be difficult for a young person to have the courage to tell someone, due to fear of repercussions. Do not let them feel this way. Instead of taking over the problem, empower them to take control of what happens next, that way, they will develop their confidence with your guidance;
- working with the school – it is important to understand that we have procedures that we follow, detailed in this policy. Be patient and keep the channels of communication open, so we can work together to resolve the situation;
- not being tempted to speak to other parents or even post something on social media - this can be a detrimental plan of action as it could exacerbate the situation;
- not responding with “just ignore it”, “stop telling tales” or “It’s just a part of growing up”. We have the right to feel safe at all times and bullying should never be a barrier to our learning or success;
- collecting key information from your child;



- monitoring the situation and making a conscious effort to allow your child to talk about how things are;
- progressing as this is vital to managing the situation. Instead of simply asking 'how was school today?' expand the question to 'what was the best part of school today?' or 'what would have made school even better today?'
- liaising with a key contact in school because having one person to liaise with whilst dealing with the situation allows for a smoother process;
- referring to cyberbullying guidance including to 'save the evidence, report and block'. We recommend parents report cyberbullying to the police and the school.

Policy updated by the Anti-Bullying Ambassadors February 2020.

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Policy Author: Anti-Bullying Ambassadors
Monitored by: Mr J. Burns (Assistant Headteacher, Engagement and Wellbeing)
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Next Review: May 2021