



ST. SAMPSON'S HIGH SCHOOL

Anti Bullying Policy

Last Review Date:	September 2024
Last Reviewed by:	LWN
Next Review due:	September 2025

Anti Bullying School Policy

1. Introduction

1.1. Rationale:

St Sampson's High School is a safe school. We want all of our community of students and staff to feel valued, respected and that they are able to be themselves. It is a community where we are proud to celebrate diversity. Students and staff at St Sampson's High School want all of our community to behave in a friendly and respectful way with no bullying. This includes no racist or homophobic or discriminatory language of any kind. We believe that everyone has the right to be respected at school and within the wider community in line with the values laid down in the United Nations Convention on The Rights of the Child.

1.2. Purposes:

This policy helps everyone in the St Sampson's school community to know what is expected of them. Everyone has the right to feel safe and happy in school and we believe that any form of bullying is unacceptable. This policy highlights how any pupil who feels bullied will be supported by our community. This policy has been written following guidance set down in The States of Guernsey's 'Anti-Bullying Procedures Guidance for Schools and Services' and with reference to United Nations Convention on The Rights of the Child.

Guidelines

1. What is Bullying?

For the purposes of this policy we will use the following definition of bullying as something that happens:

Several Times, On Purpose (STOP).

Bullying is intentional and repetitive; a bully is a person who hurts someone on purpose and over and over again. It isn't an accident and it isn't a one-off. It can also feel like the bully is in a position of power over the target of the bullying.

Power is influenced by a range of things including:

- Gender
- Intelligence
- Size
- Age
- Experience
- Qualifications
- Knowledge

A person who is being bullied can feel like there is no escape. Wherever bullying is happening (at home, in school or online) it can feel like it is an impossible problem to solve. It is important that everyone who feels bullied or witnesses bullying knows that they can speak out and ask for help.

People can be bullied for all kinds of reasons. At SSHS we do not tolerate bullying of any kind. We are vigilant in monitoring issues of bullying and reducing bullying behaviours so that all pupils and members of our school community can be free to be themselves regardless of age, gender, race, religion or sexuality.

2. What are the main types of bullying?

2.1. Physical bullying

- Hitting
- Smacking
- Kicking
- Punching
- ANY type of unwanted or harmful physical contact

2.2. Verbal bullying

- Name calling
- Threats
- Offensive remarks
- Insulting someone because of their religion, skin colour, gender, sexuality or background

2.3. Indirect bullying

- Spreading rumours/unpleasant stories about someone
- Talking about someone behind their back
- Excluding someone from groups
- Preventing someone from feeling happy at school

2.4. Cyber bullying

- Sending negative or cruel messages/texts/emails
- Making negative or cruel phone calls
- Posting negative or cruel messages/images on social media
- Posting images of others without their consent

2.5. Sexual bullying

- Unwanted physical contact/touching
- Sexualised name calling

3. What to do if you think you are being bullied – advice for pupils:

- 3.1. Talk to a friend and ask for help. Your friend might help you talk to an adult for help.
- 3.2. Talk to an anti-bullying ambassador.
- 3.3. Tell a parent, carer or family member.
- 3.4. Tell a responsible adult who you trust in school such as a teacher, a teaching assistant, your Head of Year, someone else you feel comfortable with or a member of staff with a green lanyard.
- 3.5. If you see someone else being bullied, be a good friend by supporting them and encouraging them to tell a responsible adult. If they are too scared to speak out, do it for them.
- 3.6. Report bullying through the report bullying button on the school website.
- 3.7. Report bullying by using the drop off box in the school library.

Never join in with bullying.

Adults in school will treat all cases of bullying very sensitively. They will not deal with the issues in a public way.

4. What happens to the person/people who are doing the bullying?

In line with the school's Engagement Policy, pupils who bully others can expect to have to accept the consequences of their actions. These consequences can include:

- 4.1. Making apologies to the target of the bullying – verbal or written

- 4.2. Loss of social time
- 4.3. Loss of certain privileges
- 4.4. Parents invited into school
- 4.5. Being placed on report
- 4.6. Internal Exclusion
- 4.7. Fixed Term Exclusion

To help the bully understand why what they said or did was wrong, staff will also speak to the pupils concerned, organise workshops to help them understand the impact of their actions and to try to support them to ensure that incidents of bullying do not happen again. With the agreement of the target of the bullying a 'restorative justice' conversation may also take place.

5. How can parents/carers help?

As soon as parents or carers become aware that their child is being bullied they should contact the relevant Head of Year immediately. Parents should advise their child to tell a teacher but not to retaliate or fight back. Parents should keep in contact with school so they can help support their child at home with further advice and guidance.

6. How school will respond to complaints of bullying:

All complaints of bullying will be taken seriously. In the first instance, bullying should be reported to a member of staff who will then either deal with the issue (further investigation, taking down pupil accounts of the situation, etc) or pass on the issue to a member of the pastoral team (HOY, AHT, DHT) for further investigation.

Parents will be contacted and all parties will be informed of actions and next steps.

Where parents or students feel that their concerns are not being appropriately addressed further contact should be made with the school and an appointment made with a member of the Senior Leadership Team.

7. How do we prevent bullying at St Sampson's High School?

The following are some of the types of activities that take place at school to help prevent bullying:

- 7.1. Follow-up work in class
- 7.2. Personal development lesson programme
- 7.3. Anti-Bullying Week
- 7.4. Rights Respecting School
- 7.5. Anti Bullying ambassadors
- 7.6. Diana Award
- 7.7. Rewards and sanctions as set out in the Behaviour Policy
- 7.8. Work with outside agencies for small groups

Our Behaviour Policy and our Personal Development curriculum focus on the impact and consequences of bullying. All pupils in school receive regular reminders of what constitutes bullying, how to report it if it happens and what the consequences will be for those who bully others.

8. Staff Training

The school will ensure that all staff have received sufficient high quality training to ensure they are able to both identify cases of bullying, and then provide appropriate support for all parties.

Staff will be trained to understand the needs of their students, including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender (LGBT) students.

The [Anti-Bullying Alliance](#) offers a suite of free online training for anyone that works with children and young people. The programme was particularly developed to reduce levels of bullying of disabled children and those with special educational needs (SEN) but applies to all students.

As a Rights Respecting School, St. Sampson's is a successful, supportive, happy society that upholds the rights of the child as set out in the UNCRC.



St. Sampson's High School



WHAT IS BULLYING?



**SEVERAL
TIMES
ON
PURPOSE**

**We need to be a
Successful, Supportive,
Happy Society.**

For that to happen, we need to act when we see behaviour that we don't like. We need you to stop turning a blind eye, being a bystander or providing an audience for a bully.



Article 2 of the UNCRC says you have the right to protection against discrimination. We will uphold this. Will you?

LET'S STOP BULLYING

CREATED BY YOUR SCHOOL COUNCIL.



St. Sampson's High School



ACTION AGAINST BULLYING



**IS ANOTHER
STUDENT
MAKING YOU
OR A PEER
UNHAPPY?**

WE CAN HELP.



**TALK TO
US!**

Talk to a member of staff wearing a **Green** lanyard or a Prefect wearing a **Green** tie.

FILL OUT A PINK SLIP



These go directly to someone who can help. You can find them in the library or the Quiet Room.

**PUSH THE
BULLY
BUTTON**



This can be found on the school website. It's anonymous, private, and can be accessed outside of school.

LET'S STOP BULLYING

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ACTION AGAINST BULLYING

Student-Led Resolution Plan

A meeting is arranged with a staff member from the Inclusion Team.



STEP 1

Face-to-Face Meeting



Details carefully discussed and recorded on ClassCharts.

Parents may be informed.

STEP 2

Restorative Justice

A meeting can be held. Support and guidance is offered.

STEP 3

Review



We hold a meeting 1-2 weeks later to review the situation.

STEP 4



NEXT STEPS



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CREATED BY YOUR SCHOOL COUNCIL.



St. Sampson's High School



ACTION AGAINST BULLYING



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