

Anti-Bullying Policy

Ephesians 4:29

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen."

Derby Cathedral School is a Christian community that welcomes students, families and visitors of all faiths and none. The diversity and richness of such a family brings depth and a vibrancy to our core.

Students of Derby Cathedral School are given every opportunity and challenged to be the best that they can be, demonstrating FAITH in all they do.

- **Fellowship** - Collaborating with others, we treat everyone with respect, dignity and kindness.
- **Aspiration** - We are ready to learn and grow, striving to be the best that we can be in every aspect of our lives.
- **Integrity** – We demonstrate fairness, equality and honesty.
- **Tenacity** – We are determined and resilient when faced with challenges.
- **Humility** - We are gracious, calm and understand the importance of forgiveness.

All students will be well prepared for their next step into future education, training and employment. They will be happy, healthy, confident, life-long learners who 'experience life in all its fullness' (John 10:10)

Policy Status	Date	Review Date
Approved by LGB	01.12.20	09-21
Reviewed by SLT	September 20 - SCO	09-21

Version: 1 of September 2020

Anti-Bullying Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils as far as possible, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Derby Cathedral School. If bullying does occur, all pupils should be able to speak about it and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to report the matter to the staff.

Prevention of bullying:

The school is committed to preventing bullying from occurring in the first instance and to this end has a number of measures in place;

School uniform is a significant tool in preventing bullying. When all students are dressed the same it removes opportunities for individuals to become victimised because they cannot afford the latest “designer wear”. By having a sole supplier of uniform, the school again removes the possibility of pupils being singled out simply because they have a less acceptable “label”.

Prior to opening the school undertook an extensive “best value” exercise to ensure we were able to secure good quality, affordable uniform. This process will be repeated at regular intervals, usually every two years.

The same policy applies to PE uniform where victimisation based upon football allegiances could otherwise be a problem. Branded wear is not permitted within the PE uniform as this can also be used as a divisive tool amongst students.

The biggest crime committed against teenagers in the UK is the theft of their mobile phones. The school attempts to prevent such incidents by strictly controlling the use of mobile phones in school. The use of mobile phones is similarly not permitted during school hours (without staff consent), in order to prevent possible cyber bullying and theft.

Social networking sites, such as Facebook and Twitter are not accessible in school in a direct attempt to prevent cyber bullying, during school hours.

Jewellery, make-up and hair colour are also closely controlled in a direct attempt to prevent unwanted competition and potential bullying.

Pupils are regularly reminded through PSHE lessons and during collective worship of what is, and indeed what isn't acceptable behaviour, this includes highlighting issues pertaining to bullying.

All pupils are informed and reminded of the need to report incidents of cyber bullying that occur outside of school. This occurs at regular intervals during this school year, usually as part of the PSHE programme or during collective worship.

Parents are requested to monitor the use of social networking sites by their children and to report concerns to the police as and when appropriate.

The school will promote a culture of tolerance and an absence of prejudice through collective worship, displays, role modelling and the overall ethos of the school.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person mentally or physically. Bullying results in repeated pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email and internet chat room misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology, i.e. camera & video facilities

Why is it important to respond to bullying?

Bullying hurts and affects its victims in a number of ways. Statistics show that pupils who are bullied often fail to achieve their potential be it in terms of examinations or indeed in other aspects of their development i.e. social interactions. The school continues to develop strategies which prevent bullying from occurring as well as dealing with the bullying should it occur. However, it does need remembering that the school has no control over activities on social networking sites outside of school hours and this is often a catalyst in bullying issues. Secondly, it needs noting that the school is dealing with teenagers, many of whom make and break friendship groupings on a regular basis. A temporary breakdown in friendships is not necessarily bullying although strategies may need to be implemented before this happens.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors in addition to teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying is brought to their attention.

- Pupils and parents should be assured that they will be supported when genuine bullying is reported.
- Bullying will not be tolerated, and the onus is on the issue being appropriately reported.

Signs and symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- asks to be taken to school
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under-perform at school
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

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

Guidance and procedures

The key to addressing bullying in schools is knowing young people well.

All staff

- When anyone reports bullying arrange a time to listen.
- Listen to their concerns as quickly as possible, remember perceptions of bullying can be as bad as actual bullying. Details should not be heard in an inappropriate environment i.e corridor or courtyard.
- Record the incident in writing
- Tell the pupil that you will inform their form tutor / Head of Year and action will be taken when the person has been seen.
- Written information will be passed to the form tutor/ Head of Year.
- Ensure that the students will receive feedback / an update from a relevant staff member
- If the victim is an adult then their line manager to be informed and written report to be sent to The Head Teacher.

NB: If the bullying could constitute a child protection issue then report this to the designated child protection officer with written information immediately.

Referrals

- If a pupil or colleague reports bullying follow the above procedures
- If a colleague or student reports bullying decide on the action to be taken
- Record all incidents of bullying on the school MIS.
- When dealing with a bully (depending on the severity of the situation consider the following:
 1. Ascertain whether there have been any previous reports of bullying involving the same individuals.
 2. If this is the first low level incident: issue a warning and ensure the student understands the unacceptability of their actions.
 3. Report the incident on the school MIS.
 4. Inform the victim of the action taken and request their feedback of any subsequent issues.
 5. Arrange a follow up meeting after a period of 1 week to reassure the victim and implement further actions if necessary.
 6. If this is a second incident or of a more serious nature: inform parents/issue sanctions including but not exclusive to
 - a) Isolation
 - b) Detention
 - c) Exclusion from key events such as school trips or other enrichment activities.
 - d) Exclusion
 7. Arrange behaviour management team input if necessary.
 8. Record the incident on the school MIS.
 9. If this is the third incident: isolate in the Inclusion Unit and inform parents, ensure the involvement of a senior member of staff who will deal with issues on an individual basis.
 10. For further clarity on any of these points please speak to a member of the SLT.

In serious or repetitive cases parents will be informed and will be asked to come in to a meeting to discuss the issues.

In cases of racial, homophobic or other serious cases the bully may be reported to Derby City Council and be placed on their register.

If necessary and appropriate the police will be notified.

Bullying behaviour will be investigated and dealt with quickly.

Work will be undertaken to help the bully (bullies) change their behaviour.

Staff will be aware that bullies may also be experiencing bullying or mistreatment from elsewhere and will be alert to this possibility at all times.

Outcomes:

It is hoped to eradicate bullying as far as possible both within the school environment and indeed the community, however it is accepted that this is a dynamic situation which needs regularly monitoring and revisiting. On-going CPD, collaborative work with other schools / training providers and a refreshing of the procedures will aim to ensure the policy remains current and applicable.

Ultimately the following outcomes will be sought on an individual basis;

- 1) The bully (bullies) will be asked to genuinely apologise. Other consequences may take place as deemed appropriate.
- 2) In serious cases exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

This Policy will be regularly reviewed. First review to happen in summer of 2020 with the school council, staff and governors.