



DENBIGH SCHOOL



Denbigh School

Anti-Bullying Policy

2022

V.3

Anti-Bullying Policy for Students

1. Aims of the Policy

- 1.1 To provide a safe and comfortable environment where our students can learn and achieve.
- 1.2 To promote equality and diversity and to ensure the safety and well-being of all students in the Denbigh School Community.
- 1.3 To create a culture at Denbigh School where no type of bullying is ever tolerated.
- 1.4 To enable everyone to understand how to help someone who is being bullied, or who is displaying bullying behaviour, to help eradicate bullying.
- 1.5 To implement the school rules of 'be engaged, be kind and respectful and do no harm'.

2. Guiding principles of our approach to bullying

- 2.1 Bullying is wrong and has no place anywhere in the Denbigh School Community. There are no exceptions to this statement.
- 2.2 We will work together to prevent bullying and deal effectively with those incidents which do occur.

3. Definition of Bullying

- 3.1 Bullying is any action which hurts or threatens another person, physically or mentally, and which occurs repeatedly over a period of time. It is different from an unpremeditated act of violence, or a disagreement that students may experience from time to time.
- 3.2 Bullying is either done with the deliberate intention of causing distress or results in causing distress. It usually takes place repeatedly over a period of time.

4. Different types of bullying

- Physical** It can be threatening, ganging up on people.
- Verbal** Name-calling, spreading rumours, abuse of your family, teasing in sport.
- Psychological** Being left out, prejudice, silent treatment.
- Racist/Sexist/ Homophobic** Being unkind due to your ethnicity, gender or sexual orientation.
- Cyber** Using social media, texting, or social networking sites to be unkind or hurtful.

Bullying is not:-

- Not liking someone.
- Not wanting to be friends with someone.
- Accidentally bumping into someone on a single occasion.
- A minor falling out or disagreement.
- An isolated act of aggression, confrontation or meanness.

5. What this policy hopes to do:

- 5.1 To ensure everyone knows that bullying is not tolerated at Denbigh School.
- 5.2 Provide a document that everyone can read to understand what bullying is; that it should always be reported and that the School will take it seriously.
- 5.3 Help and reassure students (and parents) that they are safe in school.
- 5.4 For bullies to know that bullying behaviour is not right, that they need to stop and that

we can help them stop. To enable bullies to see the victim's point of view.

5.5 Ensure that everyone knows how to prevent and report bullying.

5.6 To ensure that everyone knows what steps will be taken to stop the bullying once it is reported.

6. What signs or symptoms should staff, parents and students look for in a student, if they are trying to spot if he or she is being bullied? These may include (but are not limited to):

6.1 Absent from school a lot; does not want to go to school; feels ill in the morning; starts truanting.

6.2 Shows signs of depression.

6.3 Lacking concentration in lessons or at home; his/her schoolwork is suffering.

6.4 Not eating; experiences a loss of appetite.

6.5 Less confident.

6.6 Demonstrating personality changes or changes in his or her normal behaviour i.e., suddenly becomes quiet or loud.

6.7 Stressed; feels tired.

6.8 Not participating in lessons; sport; other activities.

6.9 Showing signs of panic; feeling nervous; exhibiting changes in body language.

6.10 Losing friends.

6.11 Exhibiting a physical injury.

6.12 Purposefully avoiding people; trying to be invisible.

7. Preventing Bullying

7.1 Ensuring all students are aware of the abc@denbigh.net email to report concerns about bullying behaviour. This email is checked daily during term time. This ensures confidentiality and confidence when reporting incidents.

7.2 Parents are consulted about their views on safety and bullying within the school via an annual survey, conducted at the Tutor Consultation Afternoon in November. This is evaluated by a designated member of the Leadership Team and the Pastoral Team. This will help identify areas of school where bullying may occur.

7.3 A series of school assemblies are held throughout the academic year to raise the issue of bullying, so that all students are aware of what bullying is, how to combat it and how to report it.

7.4 The PSHEE programme addresses bullying throughout the year, concentrating on themes that arise from surveys, any analysis of bullying and the 'Prejudiced Incidents' records.

7.5 We have anti-bullying ambassadors trained by the Diana Award to encourage openness.

7.6 Clear lines of communication are established so that those who feel they are being bullied know that they have someone to talk to. We encourage students, through tutor groups, not to keep quiet. Students are made aware that they can talk to tutors, Head of Years and any teaching or non-teaching member of staff, about any incidents of bullying.

7.7 Any member of staff approached on a bullying matter will not ignore it. The Tutor and /or the Head of Year of the student will be informed immediately.

7.8 The School's physical environment is examined. All parts of the school are monitored to minimise places where bullying has the potential to occur. To do this, we use the survey data, antibullying ambassadors and through discussion with our supervisory and duty staff.

7.9 Each incident of any kind of bullying will be recorded in the School's Bullying Log. This will give an indication of patterns which may emerge of both bullies and victims.

8. Reporting Bullying

Anyone who sees or hears bullying, or is a victim of bullying, should report it as soon as possible:

- 8.1 Students can tell any member of staff, who must deal with it immediately, record the details and speak to the student's Form Tutor, or Head of Year immediately.
- 8.2 Students can report bullying online at abc@denbigh.net or go directly to Student Support before school, after school, at break or lunchtime.
- 8.3 Parents/carers who are concerned their son/daughter is being bullied should contact the Form Tutor, Head of Year or email abc@denbigh.net as soon as possible.

9. Responding to Bullying

The procedure to be adopted in dealing with any type of bullying incidents:

A decision needs to be taken initially about the level of seriousness of the incidents concerned, before beginning the anti-bullying process. In all cases, issues, no matter how low level, should be recorded on student files in order that patterns of repeated incidents can be dealt with appropriately.

9.1 Procedure

If an incident of bullying is considered serious enough to warrant a serious consequence up to and including permanent exclusion, the following steps may be by-passed at the discretion of the Head of School.

- 9.1.1 After the first known incident, both the bully and the victim should be counselled by the Form Tutor or Head of Year. Parents/carers of both the victim and the bully will be contacted by the School. It is likely that a consequence will be issued to the bully. The type of consequence given will not normally be disclosed to the victim.
- 9.1.2 If the incidents continue, the parents /carers will be asked to attend a meeting with the Head of Year. A strategy should be developed with both sets of parents/carers concerned, to deal with the problem. A further consequence is likely to be issued to the bully.
- 9.1.3 If the incidents continue, the parents/carers will be expected to attend a meeting with the Head of Year and a member of the Leadership Team. Further counselling takes place of both bully and victim. Extra support for both the bully and the victim should be sought from the wider Pastoral Team if appropriate and a further consequence, up to and including a C7 (permanent exclusion from School), will be issued at the discretion of the Head of School.

9.2 Recording

- 9.2.1 The victim should record all events in writing.
- 9.2.2 The bully should also record the events in writing.
- 9.2.3 Discussions with both parties should be fully documented as soon as possible after the events on CPOMS.
- 9.2.4 Any prejudice-based incident of bullying must be recorded in the School's Bullying Log and on relevant electronic file in CPOMS.
- 9.2.5 A copy of the above must be kept in each of the student's files.

9.3 Outcome

If a case of bullying is established, all or some of the following outcomes will be sought:

- 9.3.1 Victims should be safe and happy; feel they can be themselves and know it will not happen again.
- 9.3.2 Victims are given strategies to help them deal with bullies.
- 9.3.3 Victims should know that a consequence has been issued to the bully.

9.3.4 The type of consequence given will not normally be disclosed to the victim.

9.3.5 Bullies will be given an appropriate sanction and recorded on the student file.

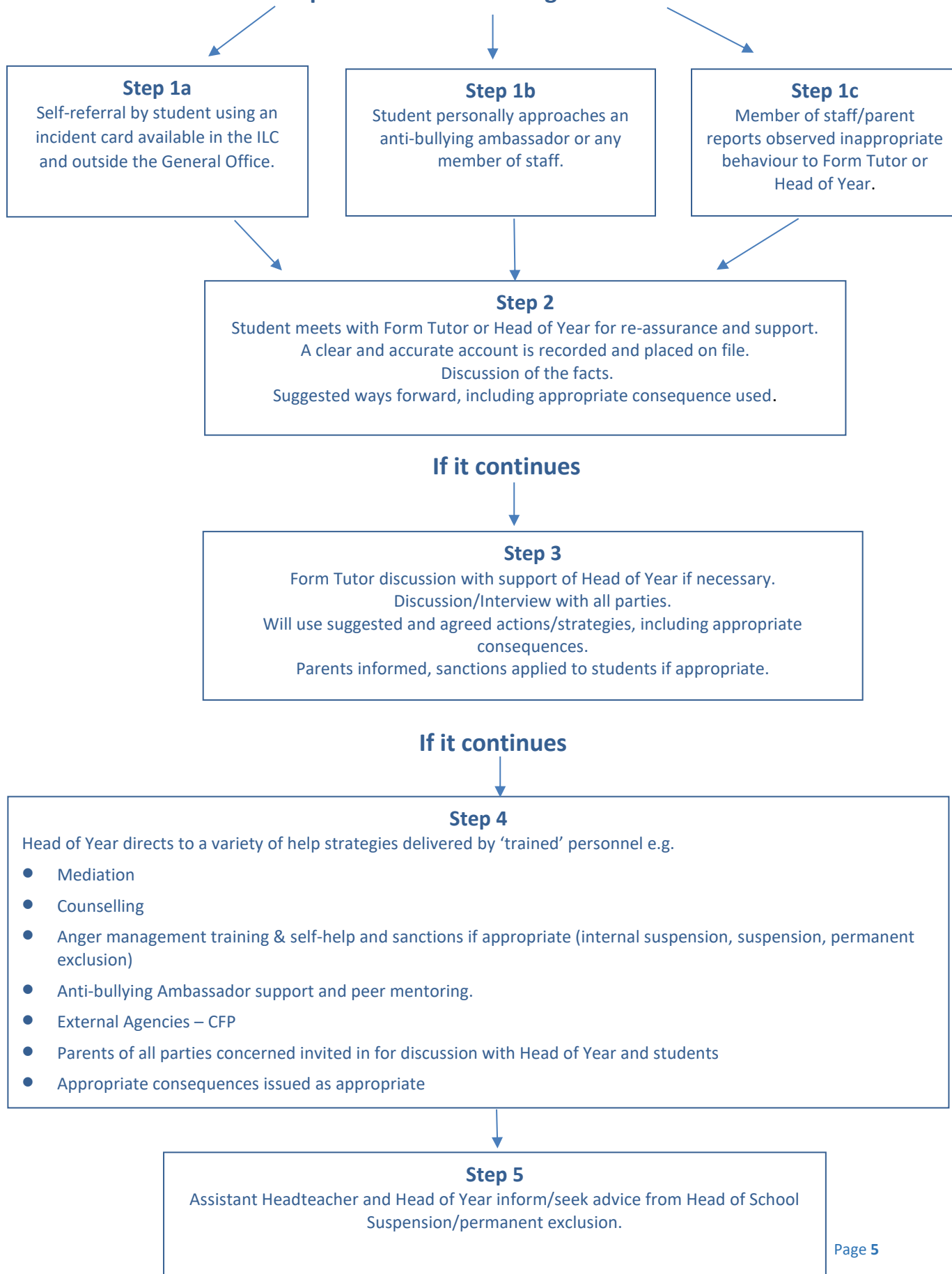
9.3.6 Bullies should apologise to the victim – if the victim wants them him/her to.

9.3.7 Each case to be monitored to make sure bullying does not happen again.

However, there may be situations when bullying may be felt or perceived but not substantiated. There may also be instances where more than one party equally feels a victim of bullying. In these cases, the School will seek to support all parties involved, deal with the available evidence and act on the balance of probability.

Pathways of Support for dealing with bullying incidents

Report of a student being bullied



Support Agencies

Anti-bullying Alliance - the Alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk



Kidscape www.kidscape.org.uk 02077303300



Childline – advice and stories from children who have survived bullying
0800 1111



Bullying on-line www.bullying.co.uk



Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222



Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.



Cyberbullying.org - one of the first websites set up, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org



Chatdancer - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdancer.com



Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk



Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents



Bully Proof – a trendy up to date range of resources and video clips produce by radio 1 to <http://www.bbc.co.uk/radio1/bullyproof/>

