



DENBIGH SCHOOL



Denbigh School

Anti-Bullying Policy

February, 2024

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*Publication on website			
Trust website		School website	
1	Statutory publication	A	Statutory publication
2	Good practice	B	Good practice
3	Not required	C	Not required

**Policy level			
1	Trust wide	Single policy relevant to everyone and consistently applied across all schools and departments, with no variation. e.g. Complaints procedure	Statutory policies approved by the Board of Trustees (or designated Trustee Committee). Non-statutory policies approved by the CEO with exception of Executive Pay.
2	Trust core values	This policy defines the Trust core values in the form of a Trust statement to be incorporated fully into all other policies on this subject, that in addition contain relevant information, procedures and or processes contextualised to that school. e.g. Safeguarding, Behaviour	Statements in statutory policies approved by the Board of Trustees (or designated Trustee Committee). Statements in non-statutory policies approved by the CEO. Policy approved by Local School Board.
3	School/department	These policies/procedures are defined independently by schools as appropriate. E.g. Anti-bullying	Approved by Local School Board.

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 'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'.

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 callitin@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. 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** A nominated member of staff at Denbigh will work alongside anti-bullying ambassadors and Heads of Year to prevent any form of bullying.
- 7.6** We have anti-bullying ambassadors trained by the Diana Award to encourage openness.
- 7.7** 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 tutorial time, 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.
- 7.8** 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.
- 7.9** 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.
- 7.10** 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 callitin@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 callitin@denbigh.net as soon as possible.

9. Responding to Bullying

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

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 Headteacher.

- 9.1.1 After the first known incident, both the perpetrator and the victim should be spoken to by the Head of Year. Parents/carers of both the victim and the perpetrator will be contacted by the School. It is likely that a consequence will be issued to the perpetrator. The type of consequence given will not normally be disclosed to the victim.
- 9.1.2 If incidents of bullying 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 perpetrator.
- 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 support will be given to the perpetrator and victim. Extra support for both the perpetrator and the victim will be sought from the wider Pastoral Team if appropriate and a further consequence, up to and including a C7 (permanent exclusion from School), may be issued at the discretion of the Headteacher.

9.2 Recording

- 9.2.1 The victim should record all events in writing.
- 9.2.2 The perpetrator should also record the events in writing.
- 9.2.3 Discussions with both parties should be fully documented as soon as possible 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 perpetrator.
- 9.3.4 The type of consequence given will not normally be disclosed to the victim.
- 9.3.5 The perpetrator will be given an appropriate sanction and recorded on the

student file.

9.3.6 The perpetrator should apologise to the victim – if the victim wants him/her to.

9.3.7 The perpetrator and victim will be offered a mediation to ensure bullying does not happen again.

9.3.8 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.

Where students experience bullying behaviours from a number of different perpetrators over time, the school will continue to enforce the procedures set out in this policy. If a perpetrator reappears at a later date for the same victim, the school will follow the procedure in paragraph 9.1 and in the Appendix 1 'Pathways of Support for dealing with bullying incidents'.

10. Monitoring

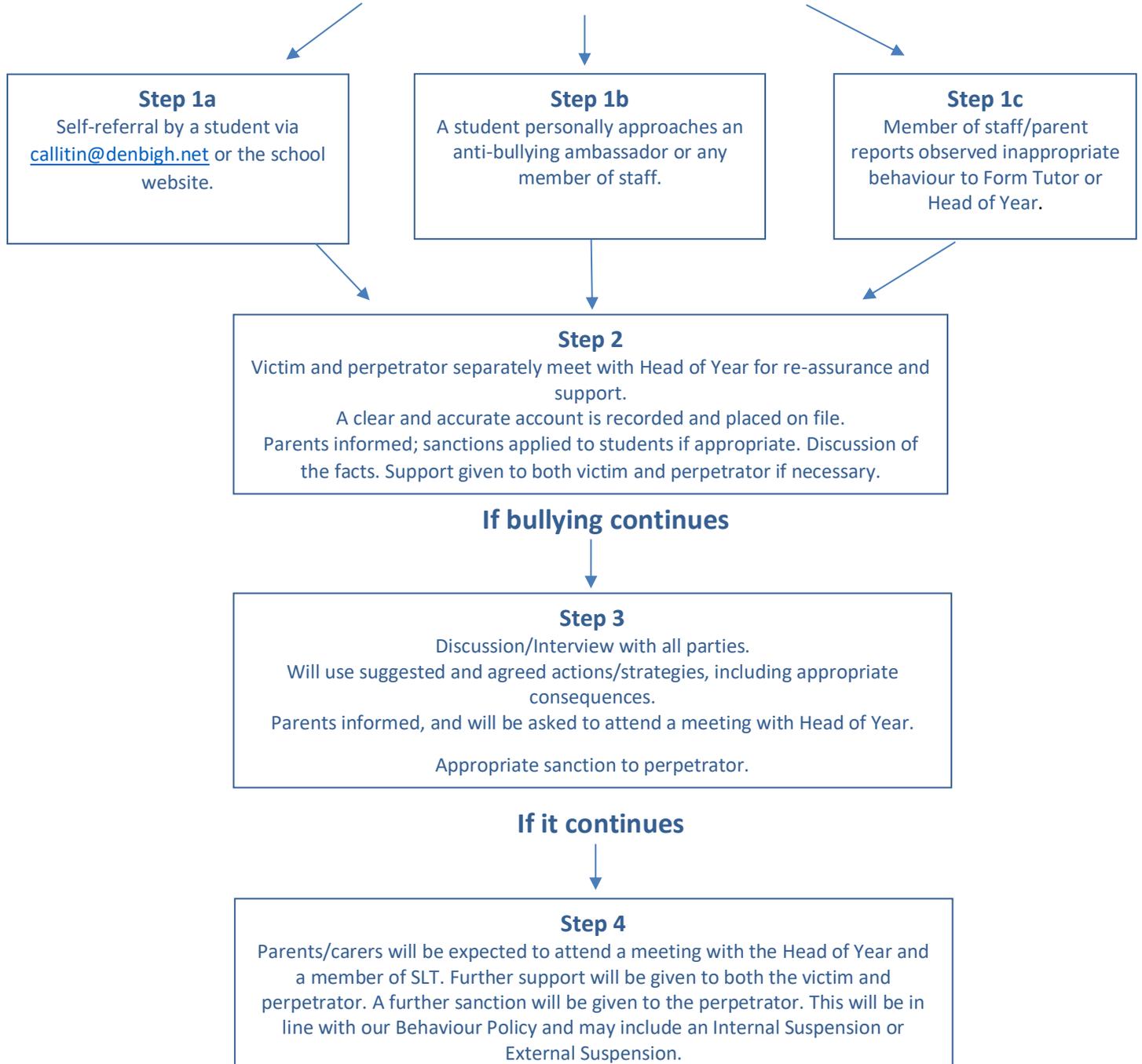
10.1 Bullying will be monitored on CPOMS by our Designated Safeguarding Lead and Heads of Year.

10.2 All cases of bullying will be included in our Safeguarding Data Dashboard, which is presented to Trustees and Local School Board Governors.

10.3 The Denbigh Anti-Bullying Ambassador (DABA) and Student Anti-Bullying Ambassadors (SABAs) will work closely with Heads of Year to monitor cases of bullying.

Appendix 1: Pathways of Support for dealing with bullying incidents

Report of a student being bullied.



Examples of strategies for victim and perpetrator of bullying:

- Mediation
- Counselling
- Anger management training & self-help and sanctions if appropriate (internal suspension, suspension, permanent exclusion)
- Anti-bullying Ambassador support and peer mentoring.
- External Agencies – CFP
- Parents of all parties concerned invited in for discussion with Head of Year and students.
- Appropriate consequences issued in line with behaviour policy.

Appendix 2: 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/>

