



Anti-Bullying Policy

A Definition

There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful behaviour by an individual or group.
- It is often repeated over a period of time, which intentionally hurts or harms, both emotionally, mentally and physically.
- It is difficult for those being bullied to defend themselves.

This behaviour may include:

- Direct verbal abuse - name calling, insulting and hurtful comments including sexual, racist, homophobic and disablist remarks, comments about looks, accent, families.
- Indirect abuse - deliberately spreading malicious gossip about someone, spreading rumour, ignoring, misuse of friendship and withdrawal of friendship, excluding someone from the peer group, writing hurtful comments, abusive or offensive graffiti.
- Physical abuse - hitting, kicking, slapping, pulling hair, deliberately tripping someone, taking or hiding belongings, damaging another person's belongings.
- Cyber/social media - the use of mobile phones, instant messaging, e-mail, chat rooms or social networking sites such as Facebook and Twitter to harass, threaten or intimidate someone.

Briefly

Bullying is the abuse of power by a person (or group) who is somehow stronger and wishes to take control over others, resulting in some distress, harm or feeling of isolation.

The Aim of the Policy

The King's (The Cathedral) School aims to take a pro-active positive approach regarding bullying, addressing both prevention and reaction issues. We believe that our pupils are entitled to receive their education in a safe, caring, empowering environment, free from fear and intimidation. All staff, pupils, Governors, parents and carers will be encouraged to share these values and translate them into action. We recognise the adverse effect of bullying on Mental Health and Wellbeing.

Statement and Policy on Bullying

In accordance with this aim, The King's (The Cathedral) School identifies three main objectives:

- To raise awareness amongst pupils, staff, Governors, parents and carers of what bullying actually is.
- To provide clear guidelines for pupils about the channels for reporting incidents of bullying and the usual methods employed for dealing with bullying. Each pupil will be given an Anti-bullying Card.
- To make parents and carers aware of the policy and to elicit their support for a positive approach.

Action needed to implement these objectives:

- The King's (The Cathedral) School acknowledges the importance of the role of pastoral care in the welfare of young people, and through the general ethos of the School, will seek to persuade pupils in need of support or who are concerned about the welfare of others, to come forward.

- The King's (The Cathedral) School is committed to the health and safety of all members of the School and will take action to safeguard everyone's mental health and well-being.

In response to our shared concerns at a local and national level, we wish to state that, as part of The King's (The Cathedral) School care for the welfare of its pupils, the School believes it has a duty to inform and educate young people on the consequences of bullying. The School takes a pro-active stance on this matter, believing that good citizenship and spiritual and moral education are vital parts of the Learning for Life curriculum of every pupil.

Fundamental to The King's (The Cathedral) School values and practice, is the principle of sharing the responsibility for education of young people with parents and carers, by keeping them informed and involved. Effective communication and co-operation are essential to the successful implementation of this policy.

These aims are fulfilled through aspects of the pupils' experiences in the taught curriculum, the informal curriculum and through opportunities for extra-curricular activities. We deliver in the taught curriculum, mainly through Learning for Life; however, learning is reinforced in other part of the teaching programme, through assemblies and agency presentations (e.g. Cambridgeshire Police).

Pupils will be made aware of what the Law Stipulates:

- **Having sexting photos or videos on your phone or computer**

If you are under the age of 18, the law sees you as a child. Therefore, if you have any indecent images or videos of somebody who is under 18 you would technically be in possession of an indecent image of a child, even if you are the same age. This is an offence under the Protection of Children Act 1978 and the Criminal Justice Act 1988.

- **Sending sexting photos or videos**

If you are under 18 and you send, upload or forward indecent images or videos onto friends or boyfriends/girlfriends, this would also be breaking the law, even if they are photos of yourself ('selfies').

- **Bullying Using Social Media outside of School**

Whilst The King's (The Cathedral) School will take measures to prevent and tackle bullying among pupils as outlined above the School regards incidents of bullying outside of School hours, principally through the use of online technology, as the responsibility of parents and carers. Should issues of on-line bullying adversely affect a pupil at School the School will investigate, intervene if appropriate and keep the parent and carers informed. Parents and carers should understand that our duty of care does not extend beyond the School day unless there is a serious Child Protection issue.

The Headteacher of The King's (The Cathedral) School takes overall responsibility for the policy, its implementation and for liaison with the Board of Governors. The Headteacher will ensure that all staff dealing with bullying issues are adequately supported and trained.

In instances involving bullying, and following discussion between staff members who know the pupils well, parents and carers may be informed at the earliest opportunity by the member of staff assigned to deal with the issue. The King's (The Cathedral) School and the parents and carers can then work together to support the young person(s) involved.

The King's (The Cathedral) School will consider each bullying incident individually and recognises that a variety of responses will be necessary to deal with incidents. The School will consider very carefully the implications of any action it may take. It seeks to balance the interest of pupils and students involved and other School members. Exclusion may be considered as a course of action.

The Headteacher will take responsibility for liaison with the media. Because the issue of bullying is an emotive one, we will take appropriate advice and guidance to ensure that any reporting of incidents remains in the best interests of the young people, their families and The King's (The Cathedral) School.

The Law

Some forms of bullying are illegal and should be reported to the police. These include:

- Violence or assault.
- Theft.
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages.
- Hate crimes.

Call 999 if you or someone else is in immediate danger.

Information for Pupils (this information is on the pupils' Anti-Bullying Card)

1. If you are being bullied:

- Be firm and clear - look them in the eye and tell them to stop.
- Move away from the situation as quickly as possible.
- Tell an adult what has happened straight away - if you are frightened, ask a friend to go with you. This is not 'telling tales'.
- Keep on speaking up until someone listens.
- Don't blame yourself for what has happened.

2. If you know someone who is being bullied:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

3. When you are talking about bullying with an adult, be clear about:

- What happened to you or to the other person
- How often it has happened.
- Who was involved.
- Names of any witnesses.
- Where it happened.
- What you have done about it already.

Information to Parents and Carers

We recognise that parents, carers and families have an important role to play in helping The King's (The Cathedral) School deal with bullying.

- Talk with your son and/or daughter about their experiences.
- Make notes about who is involved, how often it has occurred and where it happened.

Contact the School:

- Junior Department Class Teacher, Key Stage 2
- Lower School Pupil Support Officer, Key Stage 3
- Middle School Pupil Support Officer, Key Stage 4
- Sixth Form Pupil Support Officer, Key Stage 5
- Email headteacher@kings.peterborough.sch.uk
- Stay in touch with the School. Please let us know if things improve, as well as if the problem continues.
- Reassure your son or daughter in your care that they have done the right thing by telling you about the bullying.

Information for Staff

- Bullying behaviour is unacceptable and will not be tolerated.
- Where a young person discloses an incident of bullying or it is brought to the attention of a member of staff, they will inform the Form Tutor, Pupil Support Officer, Assistant Headteacher responsible for the relevant Key Stage and/or Deputy Headteacher (Pastoral).
- When receiving information from a pupil, do so, if possible in the presence of a witness. In the . In the absence of a witness, do not put off receiving information but make comprehensive notes.
- A written record of all reported incidents of bullying should be given to the appropriate staff lead, Head of the Junior Department, Pupil Support Officer, or Deputy Headteacher (Pastoral) and placed on file. The following guidelines should be observed at all times:
 - i. Record the time, place and circumstance when the information was given to you and by whom.
 - ii. Ask the pupil/s the following questions, if appropriate:
 - a) What has happened to you?
 - b) How often has it happened?
 - c) Who was involved?
 - d) Who saw what happened?
 - e) Where did it happen?
 - f) What have you done about it already?
 - iii. Please remember not to ask leading questions.
 - iv. In the event of cyber-bullying, encourage the victim to provide screen shots as evidence.
- An appropriate sanction should be used where bullying behaviour is clearly proven. The Form Tutor and the Pupil Support Officer, the Head of Junior Department (in matters pertaining to Key Stage 2 only) and Assistant Headteacher responsible for the Key Stage, should be kept informed about incidents and the action taken.
- Any incident of bullying should be logged on SIMS.
- Any incident of bullying and associated action should be recorded in the Year Group Minutes which are circulated to all relevant staff. These should be circulated to the Year group Form Tutors and member of the Senior Leadership Team.
- Should a serious issue of bullying occur then the Assistant Headteacher responsible of the Key Stage should discuss the issue with the Deputy Headteacher (Pastoral).
- A reprimand may be sufficient, if it is a one-off incident of bullying which did not result in actual physical harm.
- The School will signpost families to sources of counselling where appropriate.
- For bullying which is persistent or results in damage to property or person, a more serious response will be considered. The bully may be excluded from their Form Room or School premises at break and/or lunch times. Involvement of the parents and carers of the victim and the bully may be necessary. Exclusion, as a response to an incident(s) of bullying, may be considered by the Headteacher.

We Support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their Form Teacher, or another teacher, if they choose.
- informing the victim's parents and carers.
- by offering continuing support, when they feel they need it.

We also discipline, yet try to help, the **bullies** in the following ways:

- by talking about what happened, to discover why they became involved.
- informing the bullies' parents and carers
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- by taking one or more of the disciplinary steps described to prevent more bullying.

This policy should be read in conjunction with Schools Safeguarding and Child Protection Policy and Behaviour Policy.

The screenshot displays the SIMS Behaviour Management software interface. The main window shows a navigation menu with options like '1 Academic Year', '2 Achievement', '3 Cumulative Achievement', '4 Behaviour', '5 Detention', '6 Report Card', '7 Reviews', and '8 Initiatives'. The '4 Behaviour' section is active. An 'Add Behaviour' dialog box is open, showing 'Incident Details' with a dropdown menu for 'Type' containing various categories like 'Bullying', 'Concern over number of missed lessons', 'Disruption outside of the classroom', 'Disruption within the classroom', 'Disrespectful to Prefects', 'Failing to comply with instructions from staff', 'Failing to attend Interventions', 'Inappropriate/Derogatory Language', 'Inappropriate use of Mobile Phones', 'Concern over Report Effort Grades/ Exam Grade', 'Missed Lesson, no reason', 'Organisation', 'Persistent Behaviour Issues', 'Physical Contact inc: Fighting & Assault', 'Planner not completed to appropriate standard', 'Racist Incident', 'Standard of Classroomwork', 'Standard of Homework', 'Truancy', 'Unacceptable Behaviour', 'JD Golden Time Organisation', 'JD Golden Time Behaviour', and 'Concerns regarding Coursework'. The dialog also includes fields for 'Subject', 'Date', 'Recorded On', 'Recorded By', and 'Student Details'.