




Denmark Road High School

Anti-Bullying Policy 2022

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| Approved by: | Trust Board | Date: 19.1.2022 |
| Signed: |  | Date: 19.1.2022 |
| Last reviewed on: | January 2022 | |
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Our School

Denmark Road High School is a selective grammar school in which young people are happy, confident and able individuals who are ready to shape the world. Our students take responsibility for themselves and show respect for others across the school community through the school values of Discover, Realise, Honour and Shape.

1. Statement of Intent

Denmark Road High School is committed to ensuring that all students learn in a supportive and safe environment, without fear of being bullied.

Bullying is anti-social behaviour that can affect anyone; it is unacceptable and will not be tolerated at Denmark Road High School.

Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by students, parents or other staff. (Members of the school workforce suffering from, or concerned, about bullying may also contact their trade union or professional association for support and advice).

If bullying does occur, all students should feel confident to report incidents to any member of staff and have confidence that it will be dealt with promptly, effectively and adhering to the anti-bullying policy.

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

2. Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual, or group, either physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and can be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children or by perceived differences. (DfE, 2017).

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

| TYPE OF BULLYING | DEFINITION |
|------------------|---|
| Emotional | Being unfriendly, excluding, tormenting |

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| Physical | Hitting, kicking, pushing, taking another's belongings, any use of violence |
| Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based | Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality) |
| Sexual | Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching |
| Direct or indirect verbal | Name-calling, sarcasm, spreading rumours, teasing, 'banter' |
| Cyber-bullying | Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites |

Bullying can constitute any of the above activities within the context of the definition provided.

3. Denmark Road High School Objectives

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way that adheres to the school bullying policy.
- To safeguard the harmed student who has experienced bullying and to trigger sources of support.
- To apply disciplinary sanctions from the school's Behaviour Policy to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support and restorative practice

4. Policy Aims

Denmark Road High School will always take bullying seriously and is committed to using a range of proactive and reactive strategies to combat and prevent bullying.

- All students, parents, staff and trustees should have a thorough understanding of what bullying is.
- Staff and trustees should follow the school policy when bullying is reported or suspected.
- All students and parents should know what bullying is and inform any member of staff if bullying arises.

5. Reporting Procedures

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and logged on CPOMS.

Key Stage Directors/Assistant Directors will investigate the incident by asking all students concerned to record a written statement in a timely fashion.

The Key Stage Team will discuss the statements with individual students and upload the statements to CPOMS. The outcome of the investigation will be recorded on CPOMS and appropriate sanctions applied using the Denmark Road High School Behaviour Policy.

Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.

Each incident of actual or alleged bullying will be unique in its presentation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the harmed student according to the particular incident/s. Parents and carers will be kept informed but discouraged from taking matters into their own hands and should not approach an alleged bully or their parents but speak to an appropriate member of staff.

Students who are harmed by bullying will be offered the opportunity to discuss their experience with their Tutor, KS Director/Assistant Director or KS Support/Administrator.

Students may be offered support in terms of access to the school counsellor or referral to Teens in Crisis or other appropriate external agencies, to help restore self-esteem and build confidence.

Students who have harmed others through bullying will be helped by discussing what happened, discovering why the student became involved and establishing a sense of wrongdoing. Parents/carers will be informed to help change the attitude and behaviour of the student. It is of paramount importance to understand the experience of the bully and what has led them to behave in this way. They may well also benefit from access to the school counsellor and external agencies such as Teens in Crisis.

In agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a discussion mediated by an appropriately trained member of staff as a way of resolving disputes, or through external agencies such as Restorative Gloucestershire

The following disciplinary steps may be taken:

- After-school detention
- Exclusion from certain areas of the school premises or certain activities
- Referral to senior staff and/or external agencies e.g. School Beat Police Officer
- Internal fixed term exclusion
- External fixed term exclusion
- Permanent exclusion

School staff members have the power to discipline students for misbehaving outside the school premises.

Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. (DfE 2020)

6. Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular SHAPE, Tutorial and Learning for Life where issues of diversity are discussed and anti-bullying messages are drawn out. Other curriculum areas are challenged to ensure that their curriculum is diverse, for example the inclusion of diversity role models
- Use of opportunities throughout the school calendar and at certain times of the school day.
- Raise awareness of unconscious bias and microaggressions
- raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week in November of each year
- Whole school assemblies.
- Student surveys.
- Poster campaigns.
- Improved supervision in potential problem areas.
- Peer mentoring and Buddy Schemes.
- Assertiveness training.
- Review of general and specific staff induction and continuing professional development to ensure
- staff training reflects the anti-bullying policy and practice of the school.

7. Development, Monitoring and Review

We plan to:

- Monitor, evaluate and review our anti-bullying policy on an annual basis through staff and student voice.
- Undertake regular student voice throughout the academic year on issues surrounding bullying, student safety and wellbeing.
- Support and train staff to identify and tackle bullying appropriately.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via annual student questionnaires and the Pupil Wellbeing Survey (coordinated by Gloucestershire Healthy Living and Learning Biannually)
- To learn from anti-bullying good practice elsewhere, and utilise the support of other organisations such as Stonewall and The Anti Bullying Alliance