



The Derby High School
POL012
Anti-Bullying Policy

2016-17

Audience: Public

ANTI-BULLYING POLICY

OUTLINE

At The Derby High School we want all of our pupils to enjoy their education and to be happy in school. We believe that it is every pupil's right to be able to attend school without being subject to psychological or physical intimidation. Bullying can take many forms including demands, threats, verbal abuse, racial abuse, physical violence, chat room abuse, texts, emails (any form of cyber bullying) and other types of unacceptable conduct. It can be carried out by both individuals and by groups; it can consist of an isolated incident or persistently hostile forms of conduct. Frequently it involves the actions of the older or bigger or stronger or more numerous against those who are considered vulnerable. When a pupil believes, or feels that he/she is being threatened, intimidated and made very unhappy by the conduct of other pupils it is likely that bullying is taking place.

The majority of pupils do not experience significant bullying. This policy will help to reduce the incidence further and to support individual pupils.

REVISION LOG

Change Date	Reason for change	Details	Approved By
Summer 2014	Document Created	First Revision	School Governing Body
Summer 2015	Annual Review		School Governing Body
Summer 2016	Annual Review		School Governing Body

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in 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 focusing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Cyber** - All areas of internet, such as email & internet chat room misuse; Mobile threats by text messaging & calls; Misuse of associated technology, i.e. camera & video facilities

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

At The Derby High School we feel that we have a responsibility to respond promptly and effectively to issues of bullying.

OBJECTIVES

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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 arises.
- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

[Every year pupils and parents will receive a Code of Conduct and Disciplinary policy booklet and an Expectation booklet outlining how the school works to eradicate bullying].

The Derby High School will endeavour to:

- ensure that all those connected with the school have an understanding of what is meant by the term bullying and are made aware that bullying will not be tolerated under any circumstances.
- prevent and deal with any behaviour deemed as bullying.
- promote an ethos where bullying is regarded as unacceptable by everyone.
- ensure a safe and secure environment is created in which everyone is able to learn and work.
- nurture the values of responsibility, duty and respect, both for oneself and others.
- provide a transparent, easily understood system for responding to reported incidents of bullying.
- provide guidance on how bullying incidents should be responded to.
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PREVENTATIVE STRATEGIES

- assemblies
- PSCH EE lessons
- circle time
- newsletters
- displays/posters
- high profile response to bullying
- School Council meetings
- induction meetings
- School prospectus
- mentoring/buddying
- anti-bullying week
- E safety week – *Assemblies and form time*
- Student voice surveys
- Investment in online bullying reporting system 'Tootoot'

PROCEDURES

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In most cases parents should be informed and in more serious cases parents will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, school sanctions will be used including detention, isolation, internal exclusion, fixed term exclusion and in extreme cases, permanent exclusion
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behavior

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
- begs to be driven to school by parents
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away from school or home (reported by parents)
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- 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] (reported by parents)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry [money / lunch has been stolen] (reported by parents)
- 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 & jumpy when a cyber message is received (reported by parents)

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

OUTCOMES

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even 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.

SUPPORTING DOCUMENTS

- Racial equality policy
- School mission statement
- Code of conduct and Disciplinary Policy
- Behavioural expectation booklet
- Equal opportunities policy
- Healthy Schools Status document
- Health and Safety Policy (Original with A G HEAD)
- School Development Plan
- SEF

ADDITIONAL READING

- Working together to safeguard children 2015
- Safe to learn 2007
- Appendix [School form] How incidents are reported

CONSULTATION PROCESS

Over the school year, The Derby High School will engage in some parent/pupil surveys both internal and external which will be analysed in order to identify if this policy is working to help keep our pupil safe. Any amendments to the policy or our practices will be made in the light of the results received from these surveys.

All teachers within the school are expected to deal with bullying incidents and to send a brief record to the Year Co-ordinator via office.

All senior staff must have an awareness of the need to act efficiently and swiftly with incidents involving bullying including what may appear to be low level name calling.

APPENDICES

APPENDIX 1 – HOW INCIDENTS ARE REPORTED

SchoolForm – Available upon request

APPENDIX 2 – ADDITIONAL SUPPORT AT THE DERBY HIGH SCHOOL

- Counsellor
- Head of year
- Pastoral Head
- Peer Mentors
- Buddies
- Community Police officer
- PHSE curriculum
- Tutor time
- Quality circles
- Support for victim
- Cross reference pastoral policy
- Class form teacher/pastoral staff
- Circle of friends
- Learning mentor/classroom assistant
- EWO
- School Nurse
- Youth worker (Leadership Spirit)
- Sanctions for perpetrator