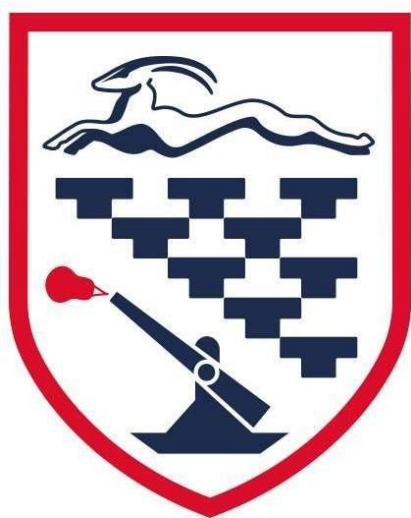


Anti-Bullying Policy



DEYES
HIGH
SCHOOL

LYDIATE
LEARNING TRUST

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This policy links to:	<ul style="list-style-type: none"> - Child protection and safeguarding policy - Behaviour Policy - Online Safety Policy - Staff Code of Conduct - RSE policy - Teacher Standards
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Deyes High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Policy Statement

As a rights and respecting school, Deyes High School is committed to providing a caring, friendly and safe environment for all students so they can learn in a relaxed and secure atmosphere.

The school seeks to create an environment of courtesy, teamwork, diligence and self-regulation. It promotes socially responsible behaviour, respect for others and mutual tolerance, whilst celebrating success.

Deyes High school has a zero-tolerance policy for negative interactions between peers, including physical, verbal, sexual or online abuse. To prevent bullying, the school fosters a respectful learning environment and closely monitors student interactions. Negative interactions between peers will result in sanctions, this approach is used to prevent it escalating to bullying. This is reinforced through our 'No to Negativity' strategy, which promotes a proactive and preventative stance against bullying.

Bullying of any kind hurts people and is totally unacceptable. No one deserves to be the victim of bullying, and everyone has the right to respect and a positive environment in which to thrive.

If bullying does occur, all students should be able to ask for help and know that incidents will be dealt with promptly and effectively. ANYONE who knows or suspects that bullying is happening is expected to report it to a member of staff.

Aims

- to create an atmosphere in which all pupils feel secure and valued
- to increase awareness and to encourage students to report concerns regarding bullying
- to provide protection, support and reassurance for victims
- to develop the self-confidence and self-esteem of all students

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- to develop an effective range of emotional ‘self-defence’ skills for all students
- to promote an anti-bullying ethos amongst the whole school community
- to educate staff and students on monitoring negative interactions and how to report this behaviour.

Legal Framework

The school aims to comply with section 154 of the Education Act 1996 by maintaining an ethos and environment which will encourage and foster acceptable standards of behaviour, good personal relationships and a respect for the individual.

The education and Inspections Act 2006 section 89, states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst students. The public sector Equality Duty (April 2011) outlines that discrimination must not be shown with regard to age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

If there is ‘reasonable cause to suspect that a child is suffering or is likely to suffer significant harm’ then this will be referred to the safeguarding team. (Keeping Children safe in Education 2024), Working Together to safeguarding children 2023).

The DfE ‘Preventing and Tackling bullying’ July 2017 states that ‘although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour or communications – could be a criminal offence, for example under the protection from harassment act 1997, the Malicious Communications Act 1988, the communications Act 2003, and the Public order act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police.

This policy has also been informed by the research and guidance provided by the Anti-Bullying Alliance (2024).

Definition

Bullying is: “Behaviour by an individual or group, persistent, deliberate and repeated over time, which intentionally hurts another individual or group either physically or emotionally” (DfE 2017).

Deyes student focus group agreed upon a definition of bullying. Together they decided that:

Bullying describes the behaviour when someone hurts another, either physically or emotionally, repeatedly and on purpose.

- The behaviour has to be repeated.
- The intention has to be to hurt someone.

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- There is often an imbalance of power.

Bullying can take place in many forms – e.g., physical, verbal, emotional or online and may be motivated by prejudice against particular individuals or groups, because of some perceived physical, economic, sexual, intellectual, domestic, cultural, religious or racial difference or because a child is adopted or a carer.

It can be particularly distressing to draw attention to a person's physical appearance and/or disability (including those with special educational needs). Bullying ringleaders/group and victims maybe of any age, sex, size or physical strength.

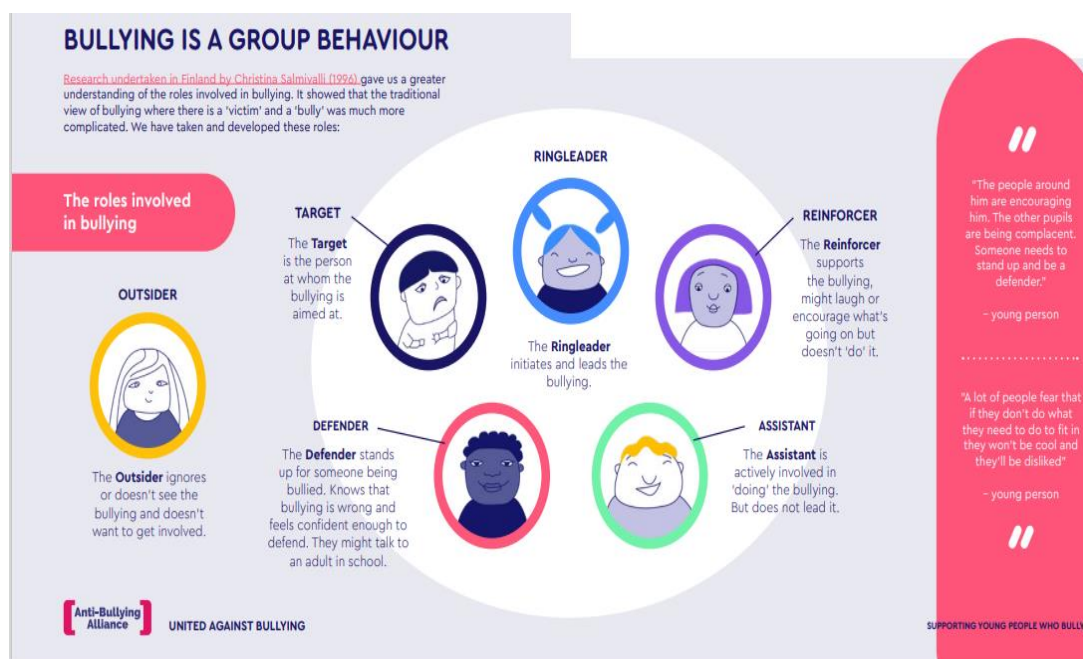
Bullying Behaviours can include:

- Deliberate bumping, pushing or shoving or sexual touching
- Derogatory name calling of an insulting and/or personal nature
- Verbal abuse and threats
- Demanding money, material goods or favours by means of threat or forc
- Ridiculing an individual because of physical, economic, sexual, intellectual, cultural or racial difference or religious belief
- Graffiti designed to intimidate or embarrass
- Incitement of others to commit acts of bullying
- Racist, sexist and homophobic behaviour
- False friendships or relationships with an imbalance of power.

Bullying as a group dynamic

The Anti-Bullying Alliance defines bullying as a group behavior, and addressing it as such has a greater impact. Our policy is that different responses are required for each student involved in the bullying dynamics—such as restorative approaches for reinforcers could have a greater impact and sanctions for ringleaders—ensuring a more effective intervention.

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This policy outlines the roles students can play in bullying behaviour and recognises that a student does not have to be a ringleader to encourage bullying behaviour. All roles in the group dynamic will be treated under this policy but responses will be individualised depending on the involvement in the bullying group.

Responsibilities

Governors

It is the responsibility of the Governing Body to establish a policy and procedure for anti-bullying policy and to monitor its implementation.

Headteacher

- Report bullying and prejudiced incidents to the governing body.
- Monitor the effectiveness of this policy.

Staff:

It is the responsibility of all staff to familiarise themselves, and comply, with this policy and procedure with professional standards.

- Encourage and foster acceptable standards of behaviour, good personal relationships and a respect for all individuals.
- Monitor interactions between students, responding and recording cases of negative interactions to prevent bullying behaviour from escalating.

Students:

- Be aware of the nature of all forms of bullying and the measures which will be taken against bullying.
- Develop positive relationships in the school and demonstrate acceptable

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standards of behaviour, good personal relationships and a respect for the individual.

- Understand that bullying is a group dynamic, identifying the role they play in this and how they can become “bullying defenders” rather than incentivising bullying behaviour.

Parents and carers:

- Support the school in encouraging and fostering in their children, acceptable standards of behaviour, good personal relationships and a respect for the individual.
- Reinforce and support the school’s aims and ethos and insist upon the value of good behaviour and rejection of bullying behaviour.
- Listen and talk to your child about the situation and discuss and agree next steps.
- Listen and talk to your child about the situation and agree next steps.
- Contact the school via Synergy if you are worried or have any concerns.
- Monitor social networks/computer use, using the age restrictions relating to websites and apps provided below;
 - Children must be 13 years of age to access and use the following apps: Snapchat, Instagram, Twitter, Facebook, Reddit, Tumblr and Pinterest.
 - Children must be **16 years of age** to access and use **WhatsApp**.
 - YouTube account holders must be 13 or older.

Reporting Bullying Incidents

It is the collective responsibility of everyone in Deyes High to be diligent and report any instance of suspected bullying. Specific staff are deployed to investigate such reports and all reports of suspected bullying behaviour should be directed to these staff.

Student can speak to any member of staff to report bullying incidents. This information will be passed to the relevant Head of Year to resolve all issues. It will be supported by our Anti Bullying Ambassador: Mr Patten.

The school aims to create a climate of trust, in which reporting to an adult is the normal response to bullying rather than passive acceptance or violent reaction.

If a **student** is being bullied, they should:

- Take action. Report it to their form tutor or another trusted member of staff. Speak to the member of staff or they can attend Tea and Talk during Monday lunchtime.

If a **student** suspects someone is being bullied:

- Take action. Report it to a member of staff or another trusted adult. Speak to the

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member of staff or they can attend Tea and Talk during Monday lunchtime.

If a parent or other adult suspects someone is being bullied:

- Take action. Inform the school immediately. Make contact with your child's Head of Year via Synergy or telephone.

If an instance of bullying has been reported to a member of staff. The person investigating it should record this and report it to the Head of Year. The Head of Year will then follow our Deyes High guidelines for tackling bullying using our No to Negativity.

Following up on reports of bullying

When bullying arises, the perpetrator is confronted with their behaviour in a way that enables them to see the inappropriateness of their actions and the hurtful consequences that ensue. The perpetrator/s are supported and, subsequently, monitored.

1. Allegations of bullying or violence will be investigated, and any actions that may be taken or recommended to the Head will be determined, in line with the procedures outlined in the School's Behaviour Policy.
2. Restorative Conversations include –
Getting the perpetrator to Face up to the harm they have done, Learn to behave in ways which will not cause harm in future, develop their understanding of how others think and feel and learn how to take steps to repair the harm they have cause.
3. Sanctions may be applied to students in line with the School's Behaviour Policy.
4. Parents will be alerted where, in the professional judgement of those responsible for the implementation of pastoral policy, the incident is sufficiently serious to warrant such action.
5. A bullying log will be created to record the disclosure of bullying.
6. A record of bullying incidents will be kept on CPOMS with the bullying log.
7. In certain cases, recourse may be had to the services of an appropriate professional to help the victim or the perpetrator.

If your child has been accused of bullying, stay calm. It's difficult to hear, but there is advice and guidance provided by to help you navigate this situation. (Appendix 1)
Remember, bullying is a behavior, not an inherent trait, and it can be addressed with support from anti-bullying alliance. [Anti-Bullying Alliance](#).

Preventing Bullying

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“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

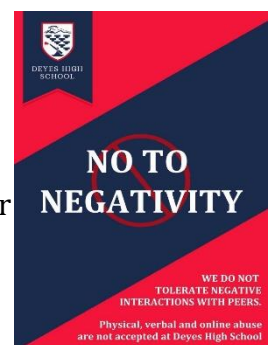
(Department for Education - Preventing and tackling bullying, July 2017)

At Deyes, we acknowledge that bullying happens, however we look for every opportunity to prevent bullying behaviours from happening. The actions the school takes to prevent bullying include:

1. Anti-bullying education is part of the Deyes PEAK programme as part of these sessions, the following messages are regularly taught and reinforced-
 - a) What bullying is and how to recognise it
 - b) Why it is done and what makes a bully
 - c) Who does it - the stereotypes of bullies/understanding the
 - d) What to do if you are a victim - inform staff and coping strategies
2. Bullying and cyber-bullying are taught in assemblies, collective meetings and through the Drama, Religious Education, IT and computing and RSE lessons.
3. All staff receive regular briefings and training on bullying which includes identifying signs of bullying.
4. Displays reinforcing anti-bullying messages.
5. ‘No to Negativity’ campaign – Negative interactions are not tolerated even if they are not repeated. This stance means staff are logging and recording any negative interactions whether it be verbal, physical or an indirect communication about a student.

NO TO NEGATIVITY CAMPAIGN

The "No to Negativity" campaign involves monitoring, recording, and acting on negative interactions before they escalate into bullying. Informed by Anti-Bullying Alliance research, its goal is to reduce harmful student behavior as a preventive measure. Negative interactions, whether verbal, physical, or indirect, are logged and addressed immediately, helping us take a data-informed approach to tackling bullying before it is reported.



How does it work?

Staff use synergy to report negative interactions with peers. This includes verbal abuse, name-calling, physical abuse or intimidating peers.

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- Weekly Report of number of negative interactions per student.
- 3 or more cases of negative interactions with the same student will be treated as student demonstrating bullying behaviour.
- Action to be taken by Head of Year in line with this policy and parents contacted to open a bullying case

What is the response?

School will take a range of disciplinary steps in response to bullying; these include:

Internal isolation / Suspension / Official meeting with School police officer / governors meeting regarding future at our school / communication with parents / restorative conference

Cyberbullying, Social Networking and Internet Risks

Modern technology allows children to have access to and use of many social media platforms. This can lead to them being used inappropriately, which can easily enable children to perpetrate or be in receipt of bullying behaviour. In light of this, the school recognizes the necessity for parents and carers to monitor their child's activity on-line.

In addition to the measures described above, the school:

- Expects all students to adhere to its policies on E-Safety and Acceptable Use Policy.
- Will block sites by our filtering system and through monitoring by Securus.
- Guidance on safe use of social networking sites and cyberbullying in PEAK lessons, which covers blocking, removing contacts from 'friend' lists and sharing personal data.
- Guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- Restricts the students' use of mobile phones, as outlined in the Behaviour Policy.
- Does not allow the use of cameras or mobile phones in toilets, washing and changing areas.
- Provides a monthly Online Safety newsletter to all stakeholders.

Artificial Intelligence

Artificial intelligence (AI) tools are now widespread and easy to access.

Deyes High recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real. We will treat any use of AI to bully students in line with this policy.

Policy Review

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This policy is reviewed annually and is made available on the school website.

APPENDIX 1

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WHAT TO DO IF YOUR CHILD IS DEMONSTRATING BULLYING BEHAVIOUR

[Anti-Bullying Alliance](#)



SOME TIPS FOR PARENTS AND CARERS OF CHILDREN WHO MIGHT BE BULLYING OTHERS

From the



If your child has been accused of bullying others, stay calm. It's not an easy thing to hear but we've got some tips to help you. And remember, bullying is a behaviour and not something that someone inherently is.



Make sure your child knows what bullying behaviour is and why it is wrong

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Help your child to realise that no one has the right to pressure them into something they don't want to do – this includes bullying others

.....



Talk to your child about information that is shared through social networking sites – let them know that they shouldn't upload comments or images that could hurt someone else – or pass on content that is designed to hurt someone else. Let them know most social networking sites have report buttons if they have seen bullying behaviour and they want to stop it.



Make sure your child knows they can talk to you, or to another adult if they are worried about bullying

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Make sure they are not bullying others in retaliation for bullying they have suffered – find out if there is a wider culture of bullying in the school or environment where it's happened

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Make it clear that you do not tolerate the use of disrespectful and hurtful language and behaviour as a family (it's vital that you model this as parents)



The anti-bullying charity, Kidscape, have a parent helpline. Find out more at

www.kidscape.org.uk

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