



# CITY OF DERBY ACADEMY

## Anti-Bullying Policy

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## Anti-Bullying Policy

The City of Derby Academy is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at the City of Derby Academy is equal and should be treated with equal respect.

The City of Derby Academy is committed to providing a caring, friendly and safe learning environment for all of its students so they can progress and develop in a relaxed and secure, yet purposeful atmosphere. If bullying of any kind occurs, all students should be able to tell someone and know incidents will be dealt with promptly, fairly and effectively. Anyone who knows that bullying behaviours are happening is expected to report it. No one deserves to be a victim and everyone has the right to be treated with respect. Students who are perpetrators of bullying behaviours must change their behaviour.

### **What is bullying?**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or by a group of people towards another person or group where the bully or bullies hold more power than those being bullied. Sometimes bullying may be perceived as a Hate Crime by the victim if it falls within the six strands of Race, Religion, Faith, Disability, Sexual orientation or Gender identity and Sub-culture and may be reported to and investigated by the Police.

### **What does bullying look like?**

Bullying can be:

- Hitting or threatening to hit someone
- Touching someone inappropriately or without their consent
- Calling someone names, teasing, spreading rumours or gossip
- about someone
- Stealing, hiding or damaging someone's property
- Deliberately ignoring someone or leaving them out (isolation)
- Sending hurtful or unkind text messages/images, emails or online
- messages to or about someone
- Uncomfortable peer pressure
- The use of derogatory or offensive language
- Demanding money, gifts or favours (extortion)

### **What kind of bullying can happen?**

- Bullying can be based on any of the following:
- Race, ethnicity or nationality
- Religion, faith or belief
- Culture, sub-culture or family background
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special educational needs (SEN) or disability
- Appearance or health conditions
- Home or other personal situation
- Perceived weaknesses (anxiety/depression/low self-esteem)

## Guidelines

Indicators for parents/carers, members of staff and other students:-

The following are possible indicators that bullying is taking place:

- Frightened of walking to and from school.
- Does not want to use public transport/wants to be driven to school.
- Changes in routine.
- Becomes school phobic or truants.
- Increased anxiety, lack of confidence or becomes withdrawn.
- Self-harms or talks/writes of suicidal thoughts.
- A decline in achievement/progress.
- Damage to or loss of personal belongings.
- Starts taking money from home/elsewhere.
- Shows signs of physical abuse \* please see Child Protection Policy.
- Home behaviour changes – stops communicating with members of the family/isolates themselves/stays in bedroom.
- Eating patterns change.
- Becomes nervous of internet or phone usage.

Procedures if these behaviours are taking place:

It is really important to report bullying as soon as possible.

It won't make the situation worse and it will help to stop the bullying. The City of Derby Academy staff will make sure any bullying is recorded and taken seriously and will follow up to support the person being bullied. They will act to sort out the situation with the bully/bullies or anyone else involved.

There are many different ways to report bullying:

As a student-

- Tell your parents/carers or any member of your family.
- Tell your Form Tutor, Deputy Head of Year/ Head of Year, or Senior Leadership Team or Designated Safeguard Lead - Mr A Bane or Child Protection Officer - Mrs H Grewal.
- Report it to Student Services – Mrs J Ark.
- Tell another student or a Peer Mentor/Prefect.
- Tell a member of the Student Council

You can also report bullying by: emailing: [admin@cityofderbyacademy.org](mailto:admin@cityofderbyacademy.org) or phoning: 01332 270450

As a parent/carer-

- If you believe your child may be being bullied or abused talk to them calmly about what is happening and record what they say.
- Take note of who is involved, when it has occurred and where it has taken place.
- Contact the school immediately and ask to speak or see their Head of Year/ Deputy Head of Year/ Form Tutor or If they are not available, ask to speak to or see a Senior member of staff.
- Please reassure your child that they have not done anything wrong and that they shouldn't blame themselves.
- Similarly, please do not encourage your child to hit back or retaliate – our experience shows that this behaviour does not improve the situation.
- If the behaviour is only happening outside of School, it may be that you need to consider involving the Police, as well as informing the School.

As a member of staff-

- All members of staff need to respond to all incidents of a bullying, ensuring safety and support for all the students involved.
- Written accounts must be taken and recorded and referred on to the DSL. This needs to be passed on referred on straightaway.
- Parents/carers should be involved as soon as possible and asked to come in to School at the earliest possible opportunity.
- The context and previous history will determine whether incidents are handled within School or by outside agencies including the Police.
- Staff should ask for the appropriate level of support from the Senior Leadership Team after the initial disclosure.
- Mediation and then monitoring of the ongoing situation needs to take place from the perspective of both the victim and perpetrator with feedback to parents/carers. This will be dependent on the level of intervention necessary to change behaviours positively.

### Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to, and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular mean that it can impact on students' well-being beyond the school day. Students, staff, parents and carers must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

### **The Effects of Bullying:**

- Anxiety and depression that can lead to intermittent and long-term absence from the Academy, physical illness or psychosomatic complaints.
- Poor self-esteem which inhibits pupils from forming positive relationships, leads to feelings of worthlessness and betrayal, and causes some to lower their expectations and standards of work.
- Withdrawal, which may lead to low participation in Academy and other activities, isolation or self-harm.

### **Academy Strategies to Minimise Bullying:**

- A strong ethos in the Academy which promotes tolerance and respect, including respect for difference and diversity.
- Positive leadership from senior staff on how bullying is to be dealt with within the overall policy on attitudes and behaviour.
- A planned approach in curriculum and tutorial programmes to the issue of bullying in a context which promotes self-esteem and confident relationships.
- Assemblies, tutor time and lessons will be utilised to convey the procedures so that pupils are aware of what to do if bullying takes place, how to report it, and how to deal with bullying incidents.
- Pupils will be taught strategies to help them deal with bullying situations they may encounter.
- Pupils will have class discussions about dealing with friendship/out of lessons issues.
- Sessions in tutor time and PSHE/RSE allowing pupils to explore issues of equality, discrimination and oppressive behaviour.
- Pupils being shown how to develop the skills, attitudes and knowledge to question behaviour that disadvantages individuals or groups.

- Teachers using conflict of opinion and values to further the learning of pupils, developing in pupils an understanding that not all conflicts can be resolved to everyone's satisfaction.
- Teachers encouraging pupils to listen and to empathise with others and to be appropriately assertive.
- Pupils being taught about a wide spectrum of relationships and how they need to learn to develop them, with the main emphasis on how friendships grow and are sustained.
- Peer support will be emphasised where pupils' listening, social skills and self-respect will be developed.
- Regular and up to date training for all staff to raise and maintain awareness, to alert them to indicators which may suggest bullying, and to equip them with ways of responding to it.
- Periodic consultation of pupils to find out what bullying occurs, when, where and by whom. This could be through Student Voice.
- Displays around the School and via our plasma screens/ Noticeboards.
- Confidential and varied means for alerting the Academy to current instances of bullying.
- Efficient patrolling by staff of the Academy site, especially toilets, lunch queues and secluded areas, and their presence at the Academy gates at the beginning and end of the day.
- Safe play areas or quiet rooms for younger pupils or those who feel threatened at break times.
- Independent listeners, including older pupils and adults other than Academy staff, to whom victims of bullying may turn.
- The involvement of pupils in procedures dealing with instances of bullying through 'circles of friends', peer mediation and other schemes.
- Prompt and thorough investigation of reported incidents, including contact with parents of victims and bullies in order to agree, if possible, a course of action
- Provision for follow-up with victims of bullying and the bullies themselves.
- A system to record incidents of bullying so that analysis of patterns, whether of pupils involved, type, location or time, can inform policy and practice.

#### **The Academy will:**

- Maintain the momentum on action against bullying through our Behaviour for Learning protocols, and other initiatives to improve attitudes and behaviour in the Academy generally.
- Regularly collect and analyse information on the incidence of bullying, taking full account of pupils' views.
- Arrange systematic training for staff on managing behaviour, counselling pupils and working with parents in difficult situations.
- Ensure that training to help teachers identify and deal with bullying tackles cases where bullying focuses on race, sexuality, homophobia/ transgender.
- Check that follow-up action on confirmed allegations of bullying is appropriate in its range and is sustained.
- Consider the use of positive peer pressure, the involvement of pupils in befriending and mentoring schemes, and the support of outside agencies.
- Use other professionals to work alongside teachers, pupils and parents in overcoming the extreme effects of bullying.

#### Resources

##### Cyber-bullying and online safety-

<https://www.childnet.com/>

<https://www.digizen.org/>

<https://www.internetmatters.org/>

<https://www.thinkuknow.co.uk/>  
<https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>

#### LGBT-

<https://www.barnardos.org.uk/what-we-do/supporting-young-people/lgbtq>  
<https://each.education/>  
<https://www.stonewall.org.uk/>

#### Mental Health-

<https://www.minded.org.uk/>

#### Race, religion and nationality-

<https://www.kickitout.org/>  
<https://tellmamauk.org/>  
<https://www.theredcard.org/educational>

#### Sexual harassment and sexual bullying-

<https://www.endviolenceagainstwomen.org.uk/>  
<https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying>

#### SEND-

<https://www.mencap.org.uk/>  
<https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/groups-more-likely-experience-bullying/sen-disability>  
<https://www.changingfaces.org.uk/>

