

Anti Bullying Policy

It is the responsibility of all Cathedral Schools Trust employees and volunteers to familiarise themselves with the contents of all Trust policies and any amendments hereafter.

Changes

Version	Date	Amended by	Recipients	Purpose
1	11 September 2018	CST Education Committee	Members of CST, every Trustee, each Local Governor, all Cathedral Schools Trust employees and volunteers and others at the discretion of the Chairman of the Trustees of CST. CST Website updated.	Annual Review - change to Section 6 to enable clearer reporting
2	11 November 2020	CST Education Committee		Reviewed and approved
3				

Alterations

This Scheme may be altered, added to or repealed by a majority resolution of the Trustees of CST in a general meeting.

Approvals (Every two years)

Version	Date	Approved by
1	4 December 2017	CST Trustees
2	4 December 2018	CST Trustees
3	10 December 2020	CST Trustees

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1. Rationale

It is the duty of everyone in the Cathedral Schools Trust (CST) community to play a role in ensuring that every academy/free school is a safe and supportive community. It is the responsibility of every individual to prevent bullying happening in the academy/free school, to play a proactive role in ensuring that this does not happen and to ensure that every member of the CST community demonstrates mutual respect and consideration for others within it. The academy/free school and staff will act to prevent as far as possible discrimination, harassment and victimisation within the academy/free school. Bullying can relate to race, religion and culture, sexuality, special educational needs, disability, gender and cyber incidents. The academy/free school will ensure that it implements anti-discrimination law.

The Trust believes that in order to enable effective teaching and learning to take place, good behaviour in all aspects of academy/free school life is necessary. It seeks to create a caring and learning environment in the academy/free school whereby all individuals feel safe and are not threatened by other members of the academy/free school's community.

2. Purpose

Everyone at the academy/free school agrees that bullying is unacceptable behaviour and should not happen. Everyone is entitled to the respect of others. The academy/free school wants to promote respect for other members of the community within a caring atmosphere.

Everyone should have the chance to succeed. All pupils should feel safe and not threatened so they can achieve high standards of work. High standards of behaviour are expected to make the academy/free school a pleasant and happy environment in which to aim for the highest levels of attainment.

Pupils who bully others will be dealt with in line with academy/free school policy.

3. What is Bullying?

Bullying is defined as any behaviour, deliberate or perceived, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying comes in many forms. It is usually spoken, psychological or physical and directed towards another member of the academy/free school community which prevents him or her from living at ease with other members of the academy/free school. Examples of bullying are:

Physical

- Pushing
- Hitting
- Theft

Verbal

- Blackmailing
- Taunts

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- Racist abuse and other forms of abuse

Indirect

- Totally ignoring someone
- Spreading rumours
- Exclusion
- Intimidating others with a gang

Cyber Bullying

- Harassment using a mobile phone to include text messages or photography/videoing of abuse or intimidation
- Cyber-bullying – Facebook and other social networking websites.

See also <https://www.anti-bullyingalliance.org.uk/>

- Pupils will be held personally responsible for all material including offensive material they have placed on a website/social media and for all material that appears on a website/social media of which they are the account holder.
- Behaviour of a similar kind outside school will be liable to academy/free school discipline if the welfare of any another member of the academy/free school community or the culture or the reputation of the school is placed at risk
- Website/social media abuse can be corrosive. The harm that it causes an individual and the community alike should not be underestimated. It can strike at the basis of the trust and confidence that must be maintained.
- The academy/free school is entitled to prohibit the use of websites, message boards, social media or other posting sites during school time and on all school equipment.

The academy/free school does recommend for serious instances of cyber bullying that parents contact the local police for advice on whether a criminal offence has occurred.

Sometimes these things happen over a long period of time and can be very worrying and stressful. Bullying makes people change their behaviour such as:

- Becoming shy
- Nervous
- Feigning illness
- Unusual absences / truanting
- Clinging to adults
- Changes in work patterns
- Lack of concentration

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4. Procedure

Staff should:

- Model caring and tolerant behaviour towards pupils, parents and other staff members.
- Encourage pupils and parents to report any incidents of bullying as soon as possible to a member of staff.
- Attempt to protect the pupil from further harm
- Assist the bully to change their behaviour.
- Keep a record of the bullying incident.
- Manage all observed and reported incidences of bullying as set out under 'responding to a bullying incident'.

Pupils should:

- Report any incidents of bullying that they are involved in or witness to.
- Help someone who is being bullied.
- Do everything they can to keep the play safe and happy.
- Use the strategies that they have been encouraged to use to deal with a bullying incident.

Parents should:

- Encourage their child to report any incidents of bullying.
- Watch for signs of bullying.
- Communicate with the academy/free school if their child reports being bullied.
- Work with the academy/free school to find a solution.
- Promote strategies that enable their child to feel empowered and confident if they have to deal with a bullying incident.

5. Responding to a Bullying Incident

1. Following a reported incident an investigation will begin.
2. The staff member should discuss the incident with the pupil involved and any witnesses.
3. Written witness statements should be taken from all those involved.
4. A staff member should make a judgement based on the balance of the information available and then decide on an appropriate sanction where necessary. This will then be discussed with the pupil.
5. Parents should be notified about the investigation, its resolution and all relevant information should be logged on the academy/free school Management Information System.
6. The implementation of the decisions taken should be carefully monitored including informing relevant staff on the matter.
7. Should a bullying incident have been established and further offences occur it will result in more serious sanctions being applied which could include exclusion.
8. If felt appropriate the Academy/Free School may also involve the police as and when required.

6. Monitoring and Evaluation:

Each year the academy/free school will review and evaluate the recorded incidents of bullying and evaluate the effectiveness of its anti-bullying policy,

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processes and procedures in order to take action where there are apparent weaknesses in dealing with the issue within the academy/free school in line with the CST Reporting Timeline.

RESOURCES

Childline 0800 1111 www.childline.org.uk

Anti-Bullying 0207 3781446

Samaritans 0845 7909090

Useful advice can also be obtained at www.kidscape.org.uk

Other useful resources include:

<http://www.stopbullying.gov/index.html>

<http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>