



**The King's (The Cathedral) School**

**Anti-Bullying Policy**

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Ratified By:	Governing Body
Date Reviewed:	March 2026
Next Review Date:	March 2027

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## Anti-Bullying Policy

This policy should be read in conjunction with the:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Student Mental Health and Wellbeing Policy

This policy is informed by:

- Keeping Children Safe in Education (DfE)
- The Equality Act 2010
- Behaviour in Schools Guidance (DfE)
- Prevent Duty Guidance

### 1. A Definition

There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful behaviour by an individual or group.
- It is often repeated over a period of time, which intentionally hurts or harms.
- It is difficult for those being bullied to defend themselves.

This behaviour may include:

- Direct verbal abuse - name calling, insulting and hurtful comments including sexual, racist, homophobic and disablist remarks, comments about looks, accent, families.
- Indirect abuse - deliberately spreading malicious gossip about someone, spreading rumour, ignoring, misuse of friendship and withdrawal of friendship, excluding someone from the peer group, writing hurtful comments, abusive or offensive graffiti.
- Physical abuse - hitting, kicking, slapping, pulling hair, deliberately tripping someone, taking or hiding belongings, damaging another person's belongings.
- Cyber/social media - the use of mobile phones, instant messaging, e-mail, chat rooms or social networking sites such as Facebook and Twitter to harass, threaten or intimidate someone.
- Prejudice-related bullying – targeting individuals due to race, religion, gender identity, sexual orientation, disability, or other protected characteristics.

### 2. Briefly

Bullying is the abuse of power by a person (or group) who is somehow stronger and wishes to take control over others, resulting in some distress, harm or feeling of isolation.

### 3. The Aim of the Policy

At The King's (The Cathedral) School, our community is united by our Christian vision: *"Many members, but one body, as it is with Christ"* (1 Corinthians 12:12). This vision inspires us to work together as a Family Achieving Excellence, where every individual is valued and contributes to our shared success.

Our Christian values of Joyfulness, Inclusivity, Generosity, Spirituality, and Excellence underpin every aspect of school life, including the development and implementation of this policy. We strive to create a joyful and inclusive environment, foster personal and academic growth with generosity of spirit, encourage spiritual reflection, and pursue excellence in all that we do.

Aligned with this vision and these values, The King's (The Cathedral) School is committed to taking a proactive and positive approach to bullying, addressing both prevention and response. We believe that every pupil is entitled to an education in a safe, caring, and empowering environment, free from fear and intimidation.

All staff, pupils, Governors, and parents are encouraged to share and embody these values, ensuring they are translated into daily action. We uphold the principles of respect, kindness, diversity, and equality, working together so that every member of The King's School Family feels valued, protected, and empowered.

This policy reflects our dedication to creating a community where all individuals are nurtured, differences are celebrated, and every member can thrive as part of our united family.

#### **4. Statement and Policy on Bullying**

In accordance with this aim, The King's (The Cathedral) School **identifies three main objectives:**

- To raise awareness amongst pupils, staff, parents and Governors of what bullying actually is.
- To provide clear guidelines for pupils about the channels for reporting incidents of bullying and the usual methods employed for dealing with bullying. Each pupil will be given an Anti-bullying Card.
- To make parents aware of the policy and to elicit their support for a positive approach.

##### **4.1 Action needed to implement these objectives**

- The King's (The Cathedral) School acknowledges the importance of the role of pastoral care in the welfare of young people, and through the general ethos of the School, will seek to persuade pupils in need of support or who are concerned about the welfare of others, to come forward.
- The King's (The Cathedral) School is committed to the health and safety of all members of the School and will take action to safeguard everyone's well-being.

In response to our shared concerns at a local and national level, we wish to state that, as part of The King's (The Cathedral) School care for the welfare of its pupils, the School believes it has a duty to inform and educate young people on the consequences of bullying. The School takes a pro-active stance on this matter, believing that good citizenship and spiritual and moral education are vital parts of the Learning for Life curriculum of every pupil. We are acutely aware how bullying can adversely impact upon pupil's mental health and wellbeing.

Fundamental to our The King's (The Cathedral) School values and practice is the principle of sharing the responsibility for education of young people with parents, by keeping them informed and involved. Effective communication and co-operation are essential to the successful implementation of this policy.

These aims are fulfilled through aspects of the pupils' experiences in the taught curriculum, the informal curriculum and through opportunities for extra-curricular activities. We deliver in the taught curriculum, mainly through Learning for Life; however, learning is reinforced in other parts of the teaching programme, through assemblies and agency presentations (e.g. Cambridgeshire Police).

Pupils will be made aware of what the Law stipulates.

##### **4.2 Having sexting photos or videos on your phone or computer**

If you are under the age of 18, the law sees you as a child. Therefore, if you have any indecent images or videos of somebody who is under 18 you would technically be in possession of an indecent image of a child – even if you are the same age. This is an offence under the Protection of Children Act 1978 and the Criminal Justice Act 1988.

Sending sexting photos or videos: If you are under 18 and you send, upload or forward indecent images or videos onto friends or partners, this would also be breaking the law, even if they are photos of yourself ('selfies').

The School will follow safeguarding procedures and involve appropriate agencies where necessary. The primary focus will always be on pupil safety, education, and support rather than punishment alone.

## 5. Bullying Using Social Media Outside of School

Whilst the King's (The Cathedral) School will take measures to prevent and tackle bullying among pupils as outlined above the School regards incidents of bullying outside of School hours, principally through the use of on-line technology, as the responsibility of parents/carers.

Should issues of on-line bullying adversely affect a pupil at School the School will investigate, intervene if appropriate and keep the parent/carer informed. The School's primary duty of care applies during the school day and school activities; however, where out-of-school online behaviour impacts pupils' safety or wellbeing in school, the School will take appropriate action and liaise with parents/carers and external agencies as necessary.

The Headteacher of The King's (The Cathedral) School takes overall responsibility for the policy, its implementation and for liaison with the Board of Governors. The Headteacher will ensure that all staff dealing with bullying issues are adequately supported and trained.

In instances involving bullying, and following discussion between staff members who know the pupils well, parents/carers may be informed at the earliest opportunity by the member of staff assigned to deal with the issue. The King's (The Cathedral) School and the parents can then work together to support the young person(s) involved.

The King's (The Cathedral) School will consider each bullying incident individually and recognises that a variety of responses will be necessary to deal with incidents. The School will consider very carefully the implications of any action it may take. It seeks to balance the interest of the pupils involved and other school members.

The Headteacher will take responsibility for liaison with the media. Because the issue of bullying is an emotive one, we will take appropriate advice and guidance to ensure that any reporting of incidents remains in the best interests of the young people, their families and The King's (The Cathedral) School.

## 6. Information for Pupils (this information is on the pupils' Anti-Bullying Card)

### 6.1 If you are being bullied:

- Be firm and clear - look them in the eye and tell them to stop.
- Move away from the situation as quickly as possible.
- Tell an adult what has happened straight away - if you are frightened, ask a friend to go with you. This is not 'telling tales'.
- Keep on speaking up until someone listens.
- Don't blame yourself for what has happened.

### 6.2 If you know someone who is being bullied:

- **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappier and on their own.
- If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

### 6.3 When you are talking about bullying with an adult, be clear about:

- What happened to you or to the other person.
- How often it has happened.

- Who was involved.
- Names of any witnesses.
- Where it happened.
- What you have done about it already.

#### 6.4 Information to Parents/Carers

We recognise that parents and families have an important role to play in helping The King's (The Cathedral) School deal with bullying and ask that he/she/they:

- Talk with your son/daughter about their experience.
- Make notes about who is involved, how often it has occurred and where it happened.
- Parents/carers should contact these staff as appropriate to their child's Key Stage:

Years 3-6 & 7	Mrs Key (Key Stage 2 Pupil Support Officer)
Years 7-9	Mrs Farrell (Key Stage 3 Pupil Support Officer)
Years 10-11	Mrs Jones (Key Stage 4 Pupil Support Officer)
Years 12-13	Mrs Rickard (Key Stage 5 Pupil Support Officer)

- Stay in touch with the School. Please let us know if things improve, as well as if the problem continues.
- Reassure your son/daughter/child in your care that he/she has done the right thing by telling you about the bullying.
- Bullying can be reported through *My Voice* which is linked to the school website

#### 6.5 Information for Staff

- Bullying behaviour is unacceptable and will not be tolerated.
- Where a young person discloses an incident of bullying or it is brought to the attention of a member of staff, they will inform the relevant Pupil Support Officer.
- A written record of all reported incidents of bullying should be given to the appropriate staff lead: Head of the Junior Department, Pupil Support Officer, or Assistant Headteacher and placed on file. The following guidelines should be observed at all times:

Record the time, place and circumstance when the information was given to you and by whom.

Ask the pupil/s the following questions, if appropriate:

- What has happened to you?
- How often has it happened?
- Who was involved?
- Who saw what happened?
- Where did it happen?
- What have you done about it already?

Please remember not to ask leading questions.

In the event of cyber-bullying, encourage the victim to provide screen shots as evidence.

- An appropriate sanction, in-line with our Behaviour Policy, should be used where bullying behaviour is clearly proven. The Form Tutor and the Pupil Support Officer, the Head of the Junior Department (in matters pertaining to Key Stage 2 only) and Assistant Headteacher responsible for the Key Stage, should be kept informed about incidents and the action taken.
- Any incident of bullying should be logged on the school's management information system

- Any incident of bullying and associated action should be recorded in the Year Group Minutes which are circulated to all relevant staff. These should be circulated to the Year group Form Tutors and member of the Senior Leadership Team.
- Should a serious issue of bullying occur then the Assistant Headteacher responsible of the Key Stage should discuss the issue with the Assistant Headteacher (Behaviour Lead)
- The School will signpost families to sources of counselling where appropriate.

We support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their Form Teacher, or another teacher, if they choose.
- informing the victim's parents/carers.
- by offering continuing support, when they feel they need it.

We also discipline, yet try to help, the **bullies** in the following ways:

- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/carers.
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- by taking one or more of the disciplinary steps described to prevent more bullying.

## **7. Prevention Strategies & Restorative Practice**

- Education through LfL lessons, assemblies, and workshops promoting respect and resilience.
- Regular mental health awareness initiatives and wellbeing support services, including access to Pupil support officers and peer mentors.
- Ongoing review and monitoring of bullying incidents to identify patterns and adjust interventions.
- The school promotes restorative approaches to resolving conflict, where appropriate, helping pupils understand the impact of their behaviour and repair relationships.

## **8. Monitoring and Evaluation**

**The school will monitor the effectiveness of this policy by:**

- Recording and analysing reported incidents termly.
- Conducting annual student and parent surveys on school climate and safety.
- Reviewing procedures after any serious incident.