

# **Kingsdown Secondary School**

## **Anti-Bullying Policy**

Date policy reviewed: January 2016  
Annual Review date: January 2017

## **Anti Bullying Policy Statement**

The aim of our anti-bullying policy is to INFORM students, staff and parents/carers that bullying is always unacceptable. Every member of the school community has the right to be safe and happy in school, and to be protected when he/she is feeling vulnerable. The school promotes a model of good behaviour and students and staff alike are encouraged to treat one another with respect.

We will strive to ensure that all students understand exactly what bullying is through a formal and informal programme of good example, PHSCE curriculum, presentations ,assemblies and tutorials.

In the spirit of the Equality Act 2010, we shall endeavour to protect our students and staff from unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act. It is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence and the school reserve the right to seek assistance from the police in such circumstances.

In extreme circumstances, where it is felt that there is a child protection concern i.e. there is 'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm,' the school will report concerns to the local authorities' children's social care.

The school may at times draw on a range of external services to support the victim, or to tackle any underlying issue which has contributed to a student engaging in bullying.

### **PEOPLE RESPONSIBLE: All members of Kingsdown Community**

### **DEFINITION OF BULLYING**

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. It involves an abuse of power and can hurt, intimidate, frighten, harm, humiliate, undermine or exclude. Bullies often pick on anything that makes a person 'different' and can be racist, sexist, homophobic or based on SEN, disability, appearance or family background ( including looked after status.)

There are different sorts of bullying, but the main types are:

<b>Physical</b>	Hitting, kicking, taking or hiding belongings such as money
<b>Verbal</b>	Name calling, teasing, insulting, writing unkind notes and issuing threats
<b>Emotional/ Psychological</b>	Being unfriendly, excluding, tormenting, spreading rumours, looks and intimidation – anything that sets out to damage someone's self esteem
<b>Sexual</b>	Unwanted physical contact, using sexual terminology to be derogatory or intimidating, sexting (the sending of a sexually explicit text, image or video on a mobile phone, usually in a text message.)
<b>Cyber Bullying</b>	Involves the use of information and communication technologies such as e-mail, mobile phone and pager text messages, instant messaging, defamatory personal web sites, blogs, online games, games consoles and defamatory online personal polling web sites, to support deliberate, repeated, and hostile behaviour by an individual or group, that is intended to harm others.

## POSSIBLE SIGNS

Early symptoms may include some of the following but such changes in behaviour cannot always be automatically assumed to be caused by bullying as there may be other explanations. Causes for concern will be carefully and sensitively investigated by school.

- **Changes in behaviour** becoming withdrawn, quiet, moody, shy and nervous, depression, nightmares
- **Clinging to adults**
- **Feigning illness** seeking frequent medical attention
- **Injury** cuts, bruises and pains without reasonable explanation, including self harm
- **Damage to property or clothing** or loss of property/clothing
- **Changes to work patterns** displays a lack of concentration or a change in quality
- **Change in attendance pattern** reluctance to come to school, truanting
- **Acts over emotionally** may cry easily
- **Requires money more frequently** may lead to stealing
- **A change in eating patterns** may refuse to eat or binge eat
- **Aggression towards siblings**

Adults who are being bullied may withdraw from the team, have repeated time off sick and may suffer from anxiety and/or depression.

## ENCOURAGEMENT TO TELL

It is important that we create an atmosphere in the school where students or adults who are being bullied, or others who know about it, feel that they will be listened to and believed, and that action taken will be swift but sensitive to their concerns.

Not telling protects the bully or bullies and gives the message that they can continue, perhaps bullying others too.

## PROCEDURES

In the first instance, it is important to make it clear to the victim that revenge is not appropriate and to the bully that his/her behaviour is not acceptable, and has caused distress. Every effort will be made to resolve the problem through restorative justice approaches-reconciliation, healing, counseling of both parties, and through the use of sanctions where necessary.

Parents/carers of both parties will be informed of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way.

## ADVICE FOR STUDENTS

### The victim:

- Remember that all students have a right not to be bullied.
- Remember that no one deserves to be bullied. You do not have to feel ashamed if it happens to you.
- If students are bullied they should tell someone whom they trust as soon as possible.

- Ask parents/carers, family, Social Workers or other Key Workers or teachers for advice and help.
- If a student sees someone else being bullied, they should not stand by watching or turn a blind eye, as doing nothing can suggest support for the bully
- Students should not join in with the bullying
- If a student sees another student being bullied they should tell an adult AT ONCE.
- Students can anonymously write a note to the Head Teacher to report bullying incidents.

### **The bully:**

- Your actions will always be investigated and challenged.
- Your motivations will be discussed with you and the appropriate next steps taken.
- Student sanctions imposed may include internal exclusion, detention, fixed term exclusion and where necessary criminal investigation.

### **ADVICE FOR PARENTS/CARERS/OTHER PROFESSIONALS**

- Watch for early signs of distress in children as listed above but remember that these symptoms may not always be an indication of bullying but some other difficulty.
- Listen, take seriously and act upon all information you receive. Try to establish, who? What? When? and Where?
- If you your child is being bullied contact the school IMMEDIATELY. A link is available on the school website for this purpose and you may do this anonymously if you so wish .Your child may be worried that telling the school will make matters worse. Reassure him that the school will not take hasty action but will listen to the concerns and agree with you and him what the appropriate steps should be.
- With the appropriate member of staff, devise strategies that will help your child and provide him/her with support inside and outside of school.
- Do not try to deal with the situation yourself. It will always be better for the school to act as an independent mediator even if the bullying has taken place outside of the school premises.
- Do not encourage your child to hit back. It will only make matters worse.
- Encourage your child not to try to meet the bully's demands.
- A booklet entitled 101 TIPS FOR PARENTS: PREVENTING AND DEALING WITH BULLYING is available on request from the school office.

### **ADVICE FOR TEACHERS**

- Be vigilant at all times- ensure that pupils are appropriately supervised at all times and that pupils who feel vulnerable know that they can always seek advice/support from an adult.
- If you suspect bullying is happening, talk to the student(s) concerned. As soon as there is problem, either ask the student(s) to write down what has happened or do it yourself.
- If it is a one off incident then a major or minor incident report may be filled and the incident recorded as bullying on the form. It should also be entered onto the school's central behaviour log together with the outcome if you have dealt with the incident yourself. Copies should be passed to the student's tutor and Head of Welfare (Stephanie Henry) or Safeguarding Cover Lisa Courtney for information.
- Persistent bullying should be referred to the Head of School/Head Teacher after filling the appropriate incident report and logging in the central behaviour log.
- Bullying will always be investigated and the alleged perpetrator may on be placed in IER whilst an investigation is conducted.
- Sanctions for bullying are clearly outlined in our Behaviour and Sanctions Chart/Protocol and Behaviour Policy.

- Where bullying takes place outside the school premises and is reported to school staff the matter must be dealt with as above.
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- The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. Separate advice on teachers' powers to search (including statutory guidance on dealing with electronic devices) is available:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

- The Head Teacher will decide whether or not an incidence of bullying should be reported to the Police.
- Curriculum work across the school and especially in PSHCE & tutorials underpins this policy by:
  1. Dealing with the topic in a way, which explores why bullying occurs and gives alternative ways of behaving and dealing with difficulties.
  2. By using teaching methods which encourage cooperative work and a variety of groupings so that students extend their relationships beyond a small group of friends.
  3. By demonstrating how diversity and difference enriches our community.
- Much effective anti bullying work can be done through the informal curriculum – e.g. in discussions with pupils during unstructured times, through assemblies etc. Regularly changed displays can provide a focal point for anti bullying work.
- The school will focus on Anti Bullying during Anti Bullying Week (November each year)

## **CONCLUSION**

The School will ensure that students, parents/carers and other adults associated with the School are fully aware of this policy.

Any known bullying will always be investigated thoroughly at Kingsdown Secondary School and a written record of all reported incidents kept (including follow up actions)

The parents/carers of all students will receive a copy of this policy when their children join the School.

## **MONITORING AND REVIEW**

**The policy will be monitored, evaluated and reviewed annually by staff and Governors.**

## **RELATED POLICIES**

Behaviour and Discipline  
Safeguarding  
Equalities  
E Safety  
Staff Code of Conduct