

## ANTI-BULLYING POLICY

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

### **RATIONALE**

The aim of our anti-bullying policy is to INFORM for 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. Our Pupil Voice survey in July 2008 suggested that pupils feel that bullying is an issue at our school although it is not based on racism. This has been acted on by the review of protocols and practice

### **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.

There are different sorts of bullying, but the four 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</b>	Being unfriendly, excluding, tormenting, spreading rumours, looks and intimidation
<b>Cyber Bullying</b>	Involves the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging, defamatory personal web sites, blogs, online games 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**

Students who are being bullied show changes in behaviour, such as becoming shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from school. 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**

- 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 or teachers for advice and help.
- If a student sees someone else being bullied, they should not stand by watching as doing nothing can suggest support for the bully.
- If a student sees another student being bullied they should tell an adult AT ONCE.
- Students can anonymously write a note to the headteacher to report bullying incidents.

## **ADVICE FOR PARENTS/CARERS**

- Watch for early signs of distress in children such as:
  - Reluctance to come to school
  - Pattern of minor illnesses
  - Damaged possessions/clothing
  - Missing items of equipment
  - Aggression to brothers/sisters
  - Mood swings/character changes

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. 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.
  - a. Do not encourage your child to hit back. It will only make matters worse.
  - b. Encourage your child not to try to meet the bully's demands.

## **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 so that it can be passed on to the Head teacher .
- Curriculum work across the school and especially in PSHCE & tutorials can enhance 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.

The policy will be monitored, evaluated and reviewed annually. We will include pupils in the review and ensure that questions about how safe they feel are included in surveys we undertake.

updated 20/09/10

