

Anti-Bullying Policy

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Purpose of document	This document outlines the Anti-Bullying Policy and procedure for all employees
Intended audience	Employees
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INTRODUCTION.

There may sometimes be misunderstanding about the term 'bullying'. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of 'bullying'.

1. DEFINITION OF BULLYING – PERSISTENT OR REPEATED, DELIBERATE ATTEMPT TO HURT OR HUMILIATE SOMEONE.

All student's at KSCS have the right to develop their learning, skills and knowledge in a safe, secure and supportive environment, free from intimidation, prejudice or discrimination of any kind, and they should be guided to extend this beyond school into the wider community. This is carried out through:

- 1.1 Teaching, modelling and promoting respect and tolerance for each other
- 1.2 Helping everyone towards an understanding of what is right and wrong
- 1.3 Supporting everyone in forming good relationships
- 1.4 Helping those who have been perpetrators of bullying or exhibited bullying behaviour as well as their victims to develop positive strategies to cope with negative emotions and stress.

Bullying at KSCS is unacceptable and it will not be tolerated. All institutions, contain some students with the potential for exhibiting bullying behaviour. The School has a clear policy on the promotion of good citizenship, where it is made clear to students that bullying is a form of anti-social behaviour. A preventative approach to bullying and the importance of respecting others is also taught in PSHE, assemblies and is promoted in all aspects of KSCS life. In some instances of bullying the school may feel it necessary to involve the police.

2. CATEGORIES OF BULLYING

Bullying can occur through several types of anti-social behaviour. It can take the following forms:

- 2.1 **Physical.** A child can be physically punched, kicked, hit etc.
- 2.2 **Verbal.** Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, homophobic or personality, etc.
- 2.3 **Exclusion.** A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- 2.4 **Damage to property or theft.** Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.
- 2.5 **Cyber bullying.** Using on-line spaces to spread rumours about someone or exclude them. This can also be in the form of text messages, including picture and video messaging.

- 2.6 **Psychological**. Reducing a person's self-esteem or confidence through threatening behaviour, taunting or teasing.
- 2.7 **Emotional**. Being unfriendly, excluding, and tormenting (e.g. hiding books, threatening gestures).
- 2.8 **Racial** – because of or associated with an individual's race, ethnicity or nationality such as racist taunts or gestures.
- 2.9 **Sexual** – unwanted physical contact or sexually abusive comments.
- 2.10 **Homophobic** – because of, or focused on the issue of sexuality/gender.
- 2.11 **Religious** – because of their faith or beliefs.
- 2.12 **SEN/ Disability** – because of an individual's learning or physical condition or needs.

3. IF YOU FEEL YOU ARE BEING BULLIED:

- 3.1 Silence is the bully's greatest weapon.
- 3.2 Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- 3.3 Stay with a group of friends/people. There is safety in numbers.
- 3.4 Fighting back may make things worse.
- 3.5 It is best to tell an adult you trust straight away (SSO, Tutor, Teacher or any other member of staff at KSCS). **You will get immediate support.**
- 3.6 Teachers will deal with bullies in a sensitive manner which will end the bullying and will not make things worse for you.

4. IF YOU KNOW SOMEONE IS BEING BULLIED:

- 4.1 Take action and report it! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- 4.2 If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without implicating you.
- 4.3 Do not be, or pretend to be, friends with a bully.

5. AS A PARENT:

- 5.1 If you feel your child may be a victim of bullying behaviour, inform your student support officer immediately via email/phone or via the website [link](#)
- 5.2 Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- 5.3 Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- 5.4 It is important that you advise your child not to fight back. It can make matters worse!
- 5.5 Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- 5.6 Make sure your child is fully aware of the school policy concerning bullying, and that they should not be afraid to ask for help.

6. ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:

If bullying is suspected. We will investigate the concerns, talk to the suspected victim, the suspected bully and any witnesses.

If any degree of bullying is identified, the following action will be taken: help, support, consequences and counselling will be given as is appropriate to both the victim and the bully.

We support the victims by:

- 6.1 offering them an immediate opportunity to talk about the experience
- 6.2 informing the victims' parents/carers.
- 6.3 offering continuing support when they feel they need it.
- 6.4 arranging for them to be escorted to and from the School premises.
- 6.5 offering them the opportunity to have a restorative meeting with the perpetrator
- 6.6 a follow up interview to ensure there have been no further issues.

7. WE WILL DISCIPLINE, AND TRY TO HELP THE BULLIES BY:

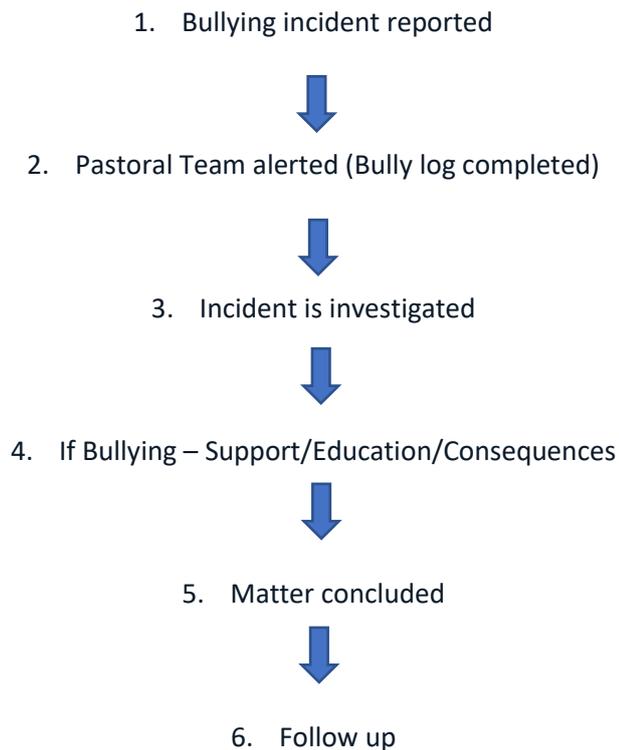
- 7.1 administering consequences for their actions.
- 7.2 talking about what happened, to discover why they became involved. Often in the form of a restorative meeting.
- 7.3 informing the bullies' parents/carers.
- 7.4 continuing to work with students who have bullied in order to remove prejudiced attitudes as far as possible.
- 7.5 Where appropriate arrange a restorative meeting with the victim so that they may understand the hurt caused.

8. RECORDING:

- 8.1 All incidents WILL be recorded, either on the alleged bullying log or if proven, on the bullying log. Heads of Year and Leadership Team will keep a log and get regular emails to ensure bullying and the safety of students is followed up with regular communication.
- 8.2 Parents who have reported an incident or concern will be contacted to discuss their concerns.
- 8.3 A bullying log will also be offered to record any further concerns.
- 8.4 The schools governing body are regularly updated through statutory calendared meetings.

Childline - is the free 24-hour helpline for children and young people in the UK. Children and young people can call the helpline on 0800 1111 about any problem, at any time, day or night. Childline's counsellors are there to help find ways to sort things out.

9. BASIC FLOW DIAGRAM



- 9.1 In person or via email/phone/website
- 9.2 Recorded on Connect as alleged bullying incident
- 9.3 Recorded on the bullying log as Bullying or remains on the system as alleged.
- 9.4 All actions recorded on the Bullying log and reviewed at the start of each week by our designated member of support staff and Vice Principal. Pastoral staff will communicate and update all stakeholders on progress.
- 9.5 Once the matter has been dealt with a concluding meeting will be held with the victim.
- 9.6 After a short period, the victim will be reinterviewed to ensure that the bullying incident remains closed.

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