

# Anti-Bullying Policy

Approved by Governors: June 2015

Review date: Summer 2017

This policy links to a number of key policies including:

- Safeguarding
- Behaviour
- Child Protection
- Equal Opportunities
- Teaching and Learning
- Staff Welfare

## Statement of Intent

Kingsmead School is committed to providing a caring, supportive and safe environment for all of our pupils and staff. We aim to give all students the opportunity to learn and to develop as caring, confident and maturing young people.

## Purpose

- To create a positive ethos for all members of the School community
- To make it clear that all forms of bullying are unacceptable
- To deal effectively with bullying incidents
- To support and protect the victims of bullying and ensure that they are listened to
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change. Some pupils may have been excluded from school because of bullying behaviour and their needs should also be recognised and addressed
- To liaise with other appropriate members of the school community
- To ensure that all members of the school community feel responsible for combating bullying

## What is bullying?

Bullying can be described as: "hurtful behaviour repeated often over a period of time or on isolated occasions, where someone intimidates or harasses another person." Within the school staff recognise that many of our pupils are likely to exhibit a range of aggressive behaviours from time to time but such outbursts may not be bullying behaviour as defined above.

All school staff should be aware and aim to recognise all forms of bullying:

- Name calling by any means
- Targeted comments about family/friends aimed to hurt
- Teasing continuously
- Physical abuse e.g. hitting, pushing, pinching, kicking etc.

- Having personal possessions taken or damaged
- Receiving abusive text messages, emails, Facebook comments or other social networking messages
- Being forced to do things
- Being regularly ignored or left out
- Being attacked in any way due to religion, gender, sexuality, disability, appearance, racial or ethnic origin
- Being forced to hand over money or possessions
- Being consistently undermined and made to feel inferior

### **Specific examples of bullying**

**Racist bullying** – an incident that is perceived to be racist by the victim or any other person. This can be in the form of;

\*Verbal abuse, name calling, racist jokes, offensive mimicry

\*Physical threats or attacks

\* Wearing of provocative badges, insignia or clothing

\* Bringing racist leaflets, comics or magazines

\* Inciting others to behave in a racist way

\* Racist graffiti or other written insults, even against food, music, dress or customs

\* Refusing to cooperate in work or play

Taken from the Mcpherson Report

**Sexual bullying** – this is generally characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty etc.
- Inappropriate and uninvited touching
- Sexual innuendos and propositions often with a double meaning
- Pornographic material, graffiti with a sexual content
- In its most extreme form sexual assault
- Consistent and targeted controlling behaviours

**Sexual orientation** – this can happen even if a young person is not gay, lesbian or bisexual. Just being different or being singled out as a target can be enough:

- Use of homophobic language
- Looks and comments about sexual orientation or appearance

**SEN or disability** – Many Kingsmead School pupils have special educational needs for either behaviour or learning and sometimes both. These pupils are often at greater risk of bullying. This can be characterised by;

- Name calling
- Comments on appearance
- Comments with regard to perceived ability and achievement

**Cyber bullying** – this can be characterised as all forms of bullying using electronic means e.g.:

- Text bullying – can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It can often involve more than one person and is difficult to trace
- Social network bullying – e.g. Facebook, online games such as Call of duty etc. Whilst in the past this has usually been considered to be something that happens out of school, although its effects can be felt in school, it is now increasingly being brought into school as students have smartphones and blackberries which give them access to the internet at all times. As with text bullying it is very difficult for staff to identify the perpetrators

### **Strategies for dealing with bullying incidents**

A whole school approach is adopted through:

- The curriculum, in particularly PSHCE and Themed Curriculum
- Base Coordinators/Pastoral Leads/SLT
- The Key worker system
- Additional Support referral
- Work with parents and students
- Youth Forum
- Support leaflets/posters in all bases
- Co-operative group work
- Restorative Justice
- Youth Forum both within the bases and across the school

In the case of specific forms of bullying the School will develop specific responses e.g. text bullying – students are expected to hand phones in during school time.

All School staff are expected to provide clear and effective role models to students by:

- Showing respect for every students and colleague within the school community as individuals
- Being aware of vulnerable students
- Criticising the behaviour rather than the person
- Avoiding favouritism
- Being seen to be fair
- Avoiding labelling or stereotyping
- Have high expectations of students
- Always challenging pupils who speak or act inappropriately to others
- Actively seeking to develop a culture of praise not blame
- Adopting safe practices in their own use of social networks and mobile phones
- Ensuring they receive training on phone and social networking safety

- SLT will ensure there is adequate training for staff on the needs of students and on specific styles of targeted bullying e.g. sexual exploitation/social media harassment
- Observing whole school procedures for dealing with incidents

### **Guidance for dealing with incidents of bullying**

All staff will take responsibility for dealing with incidents which fall within the policy's definition of bullying and ensure that the victim is listened to and receives support. They should also ensure that the bully is informed of the unacceptability of their behaviour and that the incident is reported to base Coordinator/Pastoral Lead.

- \*Students will be encouraged to report incidents
- \* Students will be given positive reinforcement that they have done the right thing
- \*Immediate action will be taken to protect and support the victim
- \* An ethos of empathy and sympathy
- \* An investigation of the incident/s will be carried out
- \* An Action Plan will be put into place to prevent further incidents
- \* Ways to develop mediation where appropriate will be implemented
- \* Parents/carers informed in a supportive and sensitive manner
- \* Work will be undertaken with the bully/bullies, e.g work to support choosing appropriate friendship groups etc
- \* Where appropriate, work with parents or other agencies will be carried out
- \*Other students who have reported incidents of bullying will be supported and listened to
- \* Regular team meetings to inform, discuss and develop strategies with feedback to SLT
- \* Reporting of incidents to SLT through Integris daily/incident logs
- \* Monitoring of reporting through Integris/SLT/Middle Managers' in order to address whole school o specific issues

Appendix 1 – Guidance for Students

Appendix 2 – Guidance for Parents/Carers

Appendix 3 – Flowchart to support dealing with incidents of bullying

## **Appendix 1**

### **Guidance for pupils**

#### **If you are being bullied;**

- Remember it is not your fault
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel

#### **After you have been bullied:**

- All bullying is wrong and you do not have to stay silent about it
- Tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying

#### **When you are talking to an adult about bullying be clear about;**

- What has happened to you
- How often it has happened
- Who was involved.
- Who saw what was happening
- Where it happened.
- What you have done about it already

#### **If you experience bullying by mobile phone, text messages, on line gaming or e-mail;**

- Don't retaliate or reply
- Save the evidence do not delete anything
- Make sure you tell an adult who you trust

- Contact your service provider or look at their website to see where to report incidents
- Be careful who you give your mobile phone number or e-mail address to
- Make a note of exactly when a threatening message was sent.

## **Appendix 2**

### **Guidance for parents/carers**

#### **If your child has been bullied:**

- Calmly talk with your child about his/ her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/ she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately
- Make an appointment to see your child's class or form teacher
- Explain to the teacher the problems your child is experiencing

#### **When talking with members of staff about bullying:**

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school and let them know if things improve as well as if problems continue

#### **If you are not satisfied:**

- Check with the school anti-bullying policy to see if agreed procedures are being followed
- Discuss your concerns with the parent governor or other parents
- Make an appointment to discuss the matter with the Head teacher and keep a record of the meeting
- If this does not help write to the Chair of Governors explaining your concerns and what you would like to see happening
- If you require any further support then please contact the Local Authority

#### **If your child is displaying bullying behaviour towards others:**

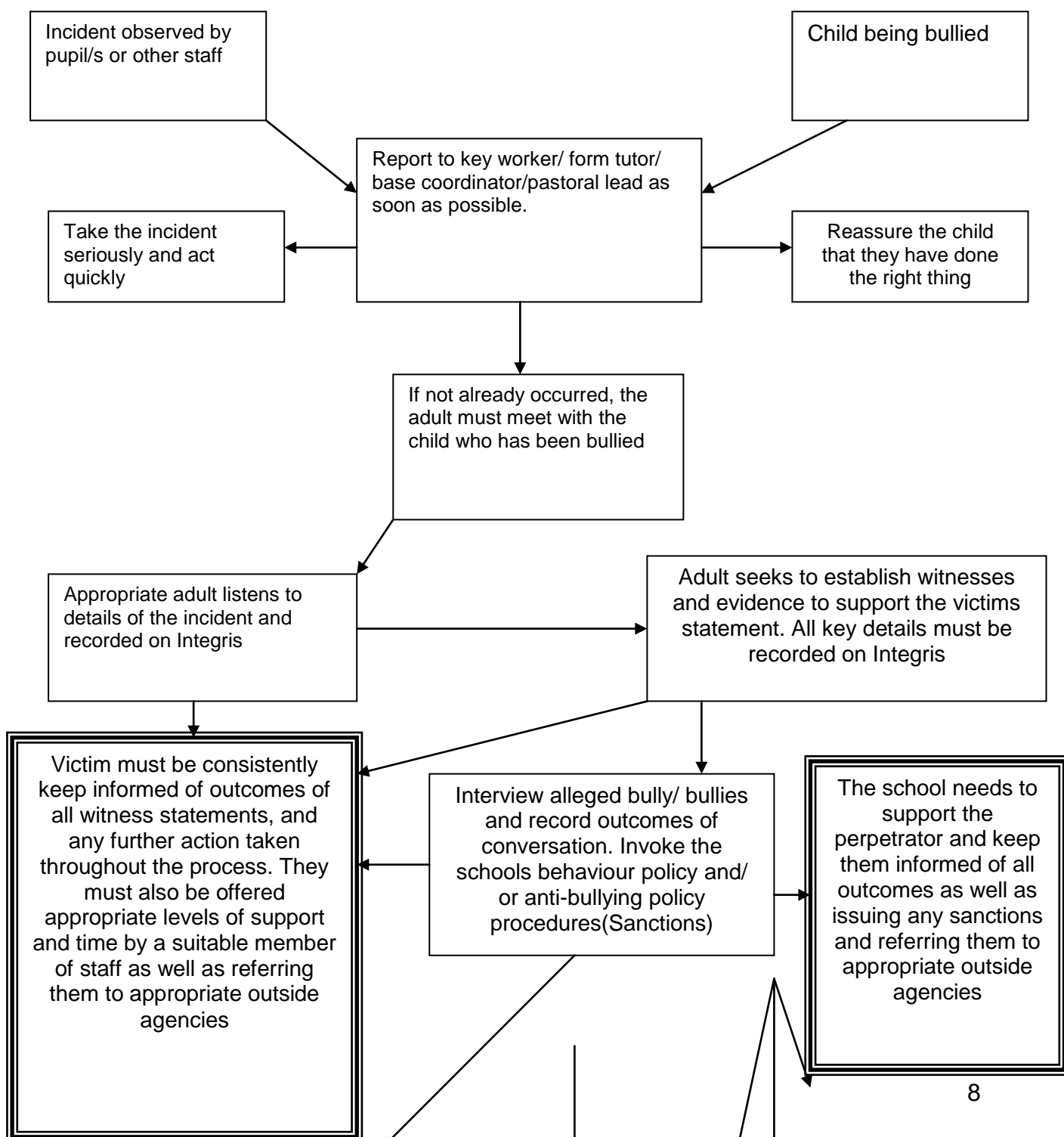
- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/ she can join in with other children without bullying.

- Make an appointment to see your child's class/form teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people

**If your child is experiencing any form of cyber bullying:**

- Ensure your child is careful whom they give their mobile phone number , e-mail address' Facebook contact or any social messaging address
- Ensure your child is careful about setting their Facebook profile and how they use Facebook or other social messaging sites. Seek advice if they need help
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- If the bullying involves a pupil from school contact the school to report this.
- Contact the service provider to report the incidents
- If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police

### Flowchart to support managing incidents of bullying





Base Coordinator/Pastoral Lead speak to group where appropriate to discuss inappropriate behaviour if it has been reported in a number of different cases

If there has been a misunderstanding and bullying has not occurred no further action will be taken

Write to parent/ carer informing them of the incident and school sanctions, also requesting an interview with them

Where bullying has implications with regard to the law inform the police or seek advice from relevant agencies