



Kingdown School

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ANTI-BULLYING POLICY

Adopted by Governing Body – 9 July 2007
Last amended March 2018
For review Every two years

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This policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- The Teaching of Citizenship and PSHE Education
- Behaviour Management Policy
- Confidentiality Policy
- The recording of racial incidents
- Child Protection and Safeguarding Policy

RATIONALE

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

PURPOSE

The purpose of the policy is to show respect. We respect:

- Every child/young person's need for and rights to an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Every individual's feelings and views
- and recognise that everyone is important and that our differences make each of us special
- and show appreciation of others by acknowledging individual qualities, contributions and progress
- and ensure safety by having rules and practises which are carefully explained and displayed for all to see

GUIDELINES

Our School community:

- Supports staff to promote positive relationships and identify and tackle all types of bullying appropriately including, but not limited to, racism, sexism, disability discrimination, and Homophobic, Biphobic and Transphobic (HBT) bullying. The latter includes challenging of unacceptable language in and out of the classroom, such as 'that's so gay' and other HBT language.
- Ensures students are aware that all bullying concerns once reported will be dealt with sensitively and effectively as soon as practicable; so that students feel safe to learn; and students abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other relevant organisations when appropriate.
- Takes part in Anti-Bullying Week.

DEFINITION OF BULLYING

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. This includes cyber bullying.

Bullying is not teasing and 'banter' between friends without intention to cause hurt, falling out between friends after a quarrel or disagreement or behaviour that all parties consented to and enjoy.

PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING:

We will:

- Work with staff and outside agencies to identify all forms of prejudice driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and the School Council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Maintain a bullying log with fortnightly follow up with key staff.
- Take appropriate measures in order to sanction students involved in incidents of bullying.

INVOLVEMENT OF STUDENTS

We will:

- Regularly ask children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

LIAISON WITH PARENTS, CARERS and GUARDIANS

We will

- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure parents/carers know about our complaints procedure and how to use it effectively.
- Ensure parents/carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

MONITORING AND EVALUATION

We will review this policy at least once every two years as well as when incidents occur that suggest the need for review. The school uses the guidance by the DfE and works with the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

EDUCATION ON ANTI-BULLYING

Students receive discreet lessons on anti-bullying through PSHE lessons in Years 7, 8, 9 and 10. All students explore anti-bullying through the whole-school tutor theme each year around the time of Anti-Bullying Week. During this week, students will be visited by different speakers from different marginalised groups in the local and wider community.

In addition, anti-bullying is explored through foci on specific groups and at significant times of the year, such as LGBT History Month, Black History Month, International Women's Day and Mental Health Awareness Week.

RESPONSIBILITIES

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- Headteacher to communicate the policy to the school community.
- Students to abide by the policy.