



Anti-Bullying Policy

This Policy has been written by our students, in particular Rianne Martin and Jasmine Rainer (June 2015)

Audience: Staff/Governors/Parents

Status: Statutory

Date of Issue: 2012

Date of Governor Approval: 10th June 2015

Frequency of Review: Annually

Post Holder responsible for Review: Deputy Headteacher

Link with Governance: LGB Learning & Standards Committee

Recommended associated documents:

- Safeguarding Policy
- Behaviour Policy
- Whistleblowing Policy
- Staff Discipline Policy

Date of Review	18.6.18
Date of Next Review	June 2019

Kingsmead School

Anti-Bullying Policy

Statement of Intent

Kingsmead is a school which is ambitious for all its learners and committed to ensuring that every child is safe, happy and able to fulfil their potential. At Kingsmead, we aim to provide learning experiences which focus on **challenge** and engagement, we celebrate **achievement** and aim to create **pride** in our successes. Our main aim is to eliminate all types of bullying so all students are able to achieve all of the above.

Kingsmead Philosophy

Bullying of any kind is anti-social behaviour and is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Anti-bullying also has links within the safeguarding, cyber/online and behaviour policies of the school.

Aims and Principles

At Kingsmead School we aim to:

- Adopt a definition of bullying that has been agreed on by all staff and students and is therefore implemented not only in school but in the local community;
- Raise awareness of all varieties of bullying and promote the building of positive relationships through mutual respect
- Have a consistent and systematic approach to all tackling all types of bullying;
- To reduce and eradicate, wherever possible, instances in which students and/or staff are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur and to educate students who are bullying into different ways of behaving.
- To ensure that all students, parents, staff and governors are aware of this policy and fulfil their obligations.
- To work with the bully and find a resolution for their actions.
- To work alongside the other policies of the school such as behaviour, acceptable use of ICT and safeguarding;
- Develop and disseminate good practice;
- Ensure fair treatment of all, regardless of age, culture, disability, gender, religion or sexuality and encourage understanding and tolerance of different social, religious and cultural backgrounds.

Definition

Bullying is 'the use of persistent aggression whether verbal, physical or cyber with the intention of hurting or humiliating another person, whether it be student or staff.'

Bullying results in pain and distress to the victim.

Bullying can take the following forms;

- Verbal – Insults, nasty comments, name calling, sarcasm
- Physical – pushing and shoving, kicking and other physical damage to person or belonging
- Indirect – peer pressure, rumour spreading, isolation, gossiping behind the target's back
- Emotional – cruel behaviour intended to be hurtful, exploiting what was learned in a close friendship for example
- Cyber – via mobiles or any electronic device, misuse of messaging or images, chatrooms, threats, calls or videos

Bullying can be prejudice driven, associated with views about:-

- Race, religion and culture
- Gender
- Disability
- Sexual orientation (homophobia)
- Appearance

Prevention of bullying

Anti-bullying procedure for parents:

The School believes in working in partnership with students and parents. You can trust us to act in the best interests of your child. Please feel free to make an appointment to discuss your child's progress at any time.

Parents play a vital role by:

- Stressing to students the importance of social behaviour and that it is never appropriate to use physical violence, verbal or cyber abuse
- Report any misgivings they have concerning bullying
- Actively endorse and support the Bullying Policy

If a parent suspects that their child is being bullied, they should:

- Talk to your child and try and find out what the problem is
- Contact the School and request an appointment to see student support

- Email smile@kingsmeadschool.net where a member of the anti-bullying team will get back to you within 24 hours and speak to the students concerned

Once this has been completed:-

- You will be contacted within 24 hours from the first point of contact and updated on the details of the situation.
- The problem will be discussed, including resolution and actions taken
- Follow up plans will be put into place.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Staff and parents alike should be aware of these possible signs and that they should investigate a child:

- Becomes concerned about travelling to and from School
- is unwilling to go to School or begins to truant or feels ill in the morning
- has changes in attitude, behaviour or manner
- changes in behaviour e.g. becomes withdrawn, anxious, aggressive or loss of personality
- withdraws from social groups or isolates themselves
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- begins to do poorly in school work
- has possessions, including clothes, which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained or bruises
- comes home hungry (money/lunch has been stolen)
- is bullying other children or siblings
- stops eating
- starts to lose confidence
- is frightened to say what's wrong
- gives improbable excuses for any of the above or is not forthcoming with responses
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures for Students

1. Report bullying incidents to trained anti-bullying staff or mentors that will listen and respond in a controlled manner. This can be done through peer mentoring sessions with trained peer mentors, drop in sessions or emailing smile@kingsmeadschool.net Remember, there are

always two sides to any problem and we must investigate the incident. You should also report the incident if you are worried about someone else.

2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. Staff will assess the situation and refer or respond according to agreed procedures. This will include a range of approaches.
3. In cases of serious bullying, the incidents will be recorded by staff and placed in your file. They will be referred to in any reports that we have to write about you.
4. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place, in accordance with the behaviour policy. If possible, the students will be reconciled.
5. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. Students may be asked to sign a behaviour contract and/ or be called before School governors. The school will use the sanctions outlined in its behaviour policy, these may include fixed term or even permanent exclusion.
6. If necessary and appropriate, police will be consulted
7. An attempt will be made to help the bully (bullies) change their behaviour.
8. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Incidents of bullying are recorded, monitored and procedures are evaluated. The data will be used to develop further strategies and effect changes to the School environment where necessary.

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance and success:

- variations in number of reported incidents over a given period
- individual incident returns, including nil returns for given periods for different age groups
- Variations in number of student absences, including post-registration absence, as an indicator of bullying

Kingsmead's actions to prevent bullying

- Kingsmead has a dedicated team of peer mentors called SMILERS and they all work within the SMILE team. SMILERS are available every lunch time for drop in sessions. This can be used for victims of bullying and for those who wish to report a bullying incident that may be occurring on someone else.
- Students, parents and staff alike can also email smile@kingsmeadschool.net to report a bullying incident that has occurred. These are picked up and dealt with within 24 hours of receiving the email
- Mentoring sessions will be conducted with the bully itself, so as to understand the consequences of their behaviour
- Regular logs will be kept to monitor the situation and to draw patterns
- The effectiveness of the strategy will be monitored every year with a whole school pupil survey

Persons covered by this policy

All students and staff, whether permanently or temporarily on the School roll, will be covered by this policy. The School and the Local Authority treat bullying among their employees as a potential disciplinary matter.

Prevention and raising awareness to celebrate difference

We will use various methods for helping children to prevent bullying and raise awareness to celebrate difference which will enable to improve the ethos that Kingsmead is a school which is ambitious for all its learners and committed to ensuring that every child is safe, happy and able to fulfil their potential.

As and when appropriate, these may include:

- writing a set of School rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying/differences between students
- reading stories about bullying or having them read to a class or assembly bullying/differences between students
- making up role-plays about bullying/differences between students
- having discussions about bullying and why it matters
- students make suggestions through 'student voice' activities
- strategies are discussed at student achievement meetings, School inclusion panel and senior leadership meetings

This Policy is a living document. As such, it will be periodically updated and reviewed. The process and timescale for review is on an annual basis. If you have any comments to make please email d.pritchard@kingsmeadschool.net or write to Mrs. D. Pritchard at the main School address.

Communication of the Policy

The Policy is communicated regularly in order to ensure that staff, students, parents and governors are continuously aware of the Policy and also individual responsibilities; this is consolidated through regular staff training.

Help Organisations:

Students are able to report incidents through the smile email smile@kingsmeadschool.net or through the drop in sessions every lunch.

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.