

POLICY

Anti-Bullying

Date of approval by governing body:	Spring 2016
Review date:	Spring 2017
Policy Owner:	Behaviour Manager

The King's has a pivotal role to play in every student's spiritual, moral, social and cultural development. Through our mission to ensure that every student learns with truth and love, we ensure that we support each student through the promotion of the Christian values of justice, grace, trust, thankfulness, aspiration and celebration (as identified, by students, staff and governors). This mission and these values underpin this policy and its related practices.

Objectives of this Policy

The King's School Anti-Bullying Policy outlines what The King's School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

Our school community:

- ✓ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ✓ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ✓ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively;
- ✓ Ensures pupils feel safe to learn; and that pupils 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 the Local Authority and other relevant organisations when appropriate.

Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

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 pupils' social and emotional skills, including their resilience.
- ✓ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- ✓ Actively create "safe spaces" for vulnerable children and young people.

Involvement of students

We will:

- ✓ Regularly canvas 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 and carers

We will:

- ✓ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ✓ Ensure parents 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.

Links with other school policies and practices

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

Behaviour Policy

The recording of racial incidents

Monitoring & review, policy into practice

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

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, the Headteacher, Senior Managers, Teaching, Non Teaching staff and parents to be aware of this policy and implement it accordingly.
- Students to abide by the policy.

The named contact for this policy is: Mr J Hughes, Behaviour Manager.

Bullying Incident Report form

Logging and Filling Information

This form should be completed within 24 hours of the incident's being reported. Due consideration should be given to issues of confidentiality, including third party information.

ALLEGED BULLYING INCIDENT			
Student allegedly bullied Name(s) Group	D.O.B.	Year	Tutor
Ethnicity	Gender M/F	SEN Stage	
Home Language		Looked After Child	Y/N
Date of incident			
Time of incident			
Location of incident			
Nature of incident, identify details of any injury or damage to property, etc			
Circle any elements that apply			
<input type="checkbox"/> Racist	<input type="checkbox"/> Sexual/Sexist	<input type="checkbox"/> Homophobic	<input type="checkbox"/> SEN/Disability
Member of staff to whom the incident was reported			
Alleged Perpetrators(s)	Year	Tutor Group	
Witnesses to the incident			

Witness reports of incident (continue on separate sheets if necessary)

Parents/carers of alleged subject(s) informed
Date:

Time

Parents/carers of alleged perpetrators (s) informed
Date:

Time

Details of immediate action taken