



# Anti-Bullying Policy

The King's School  
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The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour which is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools.

The King's School is considered a safe place by parents. In the 2019 student survey 92% said that they felt safe in school. However nearly a third of students disagreed with the statement that bullying, aggression, discrimination and disrespectful language are rare at my school. Therefore there is no room for complacency.

### **What is Bullying?**

Safe to Learn: Embedding Anti-Bullying work in schools describes bullying as:

*'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (Para 1.6)*

Bullying can be:

**Physical** - could include kicking, hitting, punching, slapping, shoving, and other physical attacks

**Verbal** - could include insults used to demean others.

**Emotional** - could include ostracizing, spreading rumours, manipulating situations and breaking confidence.

**Cyber** - could include using the internet, a smartphone, or other technology to harass, threaten, embarrass, or target another person

**Sexual** - could include sexual name-calling, crude comments, vulgar gestures, uninvited touching, sexual propositioning, and pornographic materials.

**Prejudicial** - could include prejudices toward, or discrimination against, people of different races, religions, sexual orientation, gender etc

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in schools.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Students have the right to feel safe and respected at school. Students who are bullying need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying.

### **Prevention**

The King's School is a caring institution. Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The school may also use peer mentors, the Teen Health Group, anti-bullying ambassadors or other groups to help spread key messages and support students.

The school ethos must encourage both students and staff to speak out against acts of bullying. Speaking out will NOT be seen as 'sneaking' or a sign of weakness. It will be seen as being a responsible for the well-being of the individual within the school community.

### **SILENCE AND SECRECY ENCOURAGE AND NURTURE BULLYING.**

Every member of the school community needs to know whom they would approach and that their concerns would be taken seriously.

Parents need to be aware that they should contact the tutor, Head of House, Pastoral Support Worker or any other member of staff if they suspect that their child is being bullied.

## PROCEDURES.

The school will deal with issues on a case by case basis and may take some of the following steps when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with by the member of staff who has been approached or by another appropriate member of staff
- An account of the incident(s) will be recorded and given to the Pastoral Support Worker, Head of House or member of SLT.
- Students who are the victim of cyber bullying are encouraged to bring in (and print off if possible) any relevant evidence and should not delete offensive texts until seen by a member of staff.
- Students involved will be interviewed and, if appropriate, records will be kept.
- Tutors and other relevant members of staff will be kept informed
- If appropriate parents will be informed
- Appropriate sanctions will be implemented in consultation with all parties concerned.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a Pastoral Support Worker or member of staff of their choice
- Being reassured and offered continuous support to help restore self-esteem and confidence.
- In some cases they will have restorative meetings with other students

Students who are identified as the bully will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the student if appropriate.

In some cases it may be appropriate to get the different parties together to discuss the issue, sometimes with other associated students, and for the bully to apologise or try to make amends.

The following disciplinary steps can be taken in line with the school's behaviour policy:

- Warnings to cease offending
- Detention
- Being sent to a Senior Member of Staff
- Exclusion from certain areas of school premises at certain times
- Internal Exclusion
- Fixed-term exclusion
- Permanent exclusion.