

ANTI-BULLYING POLICY

See www.gov.uk/bullying-at-school

See also:

- Child Protection Policy
- School Behaviour Policy
- Safeguarding Policy
- Staff Conduct Policy

This is one of the policies used in induction and reviewed annually with staff

INTRODUCTION

This policy complements our School Behaviour Policy and Child Protection Policy, which should be read in conjunction with this document.

The King of Kings School is committed to the safeguarding and well-being of its students and has regard to the Equality Act with its protected characteristics.

The school is completely against bullying and will not tolerate it. Bullying is entirely opposed to our values and principles. We believe that everyone has the right to work in a safe and considerate atmosphere within the school. We also expect everyone to contribute, in whatever way they can, to the wellbeing and care of the school environment.

Staff and students have regard to the British values of individual liberty, mutual respect and tolerance of people with other faiths and beliefs and none and the rule of law.

We teach the students to respect authority as given by God to parents, teachers and others in the school and church communities. There are firm boundaries and expectations regarding behaviour and positive encouragement and rewards for those who follow them. We work to maintain fair discipline throughout the school with a clear code of conduct that all staff and parents uphold.

When children behave in an unacceptable manner physical punishment will never be used or threatened. They will not be humiliated, nor will they be shouted at in an aggressive way. A member of staff however may need to raise their voice, e.g. to draw attention to danger/something serious, to stop dangerous activity suddenly, intentionally to emphasise the seriousness of a situation, to raise their voice above a hubbub. However, we are here to nurture and encourage.

Wrong behaviour will be discussed to see how it can be improved in future. It will always be made clear that although the behaviour is wrong, the child is still accepted and loved. The individual child's level of maturity and understanding will be taken into account when dealing with any behavioural problems.

Students have a right to learn without the fear of bullying and distress; therefore, we will not tolerate bullying behaviour. The needs of the victim are of the utmost importance and anyone that feels bullied will be listened to and taken seriously. All reported incidents will be carefully investigated and dealt with appropriately.

Parents of a child who has been proved to be bullying will be informed of their child's inappropriate behaviour and the school will work together with the parents to ensure that the situation is rectified properly, and appropriate disciplinary action is taken.

STATEMENT OF GENERAL POLICY CONCERNING BULLYING AND ABUSE

Offences such as racial or physical abuse, bullying or violent behaviour and any bullying related to the protected characteristics or any form of cyber bullying will result in a report detailing the reason for disciplinary action being taken and the actual action taken. We will monitor and review each situation according to the nature or seriousness of the situation. Repeated offences of this nature will result in serious action.

- Bullying will not be tolerated within the school
- We will record all incidents of bullying
- We will inform parents and guardians of these incidents
- Repeated offences will result in serious action being taken
- Some cases will be reported to the police: violence, assault, theft, repeated harassment/intimidation, hate crimes

DEFINITION OF BULLYING FOR THE PURPOSES OF THIS POLICY:

Bullying is an act of hostility, causing humiliation, pain or distress to someone. It can take a number of forms; physical, verbal, making gestures, blackmail and segregation. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be carried out by individuals or by groups of students.

Forms of Bullying:

- Physical violence such as hitting, pushing or spitting at another student.
- Interfering with another student's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another student.
- Teasing or spreading rumours about another student or his/her family.
- Belittling another student's abilities and achievements.
- Writing offensive notes or graffiti about another student.
- Excluding another student from a group activity.
- Ridiculing another student's appearance, way of speaking, or personal mannerisms.
- Misusing technology (internet, mobile phones, etc.) to hurt or humiliate another person.

RESPONSIBILITIES

To combat any bullying, we will work together as staff and parents and take on the following responsibilities:

The staff will support the children and the school by doing the following:

- Nurture self-respect and respect for others in the students.
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.

- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Headteacher or DP.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Teach children to report when they are bullied, or see others being bullied.
- Take account of special needs and disabilities.

Parents will support their children and the school by doing the following:

- Know the different forms bullying may take, including cyber bullying or bullying in relation to one of the protected characteristics.
- Watch for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advise their children to report any bullying to their Supervisor and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advise their children not to retaliate violently to any forms of bullying.
- Be sympathetic and supportive towards their children, and reassure them that appropriate action will be taken.
- Record any reported instances of bullying.
- Cooperate with the school; if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- The students will support each other and the school by doing the following:
- Refrain from becoming involved in any kind of bullying, including any involving any of the protected characteristics or cyber bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- If they become the target of bullies they must not suffer in silence, but seek help from their supervisor, the DSL or other adult and have speak out, to put an end to their own suffering and that of other potential targets.

PREVENTATIVE MEASURES

The school promotes positive behaviour through ensuring that the students are aware of the school's expectations for respect within the school community and the corrective measures that the school uses.

Provision is also made for Pastoral care and staff are assisted in classroom management where Needed.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

Steps taken to support and respond to the needs of both bullied and bullying students:

- Records kept will be kept of all incidents, whether minor, significant, or major.
- Action will be taken according to the School Behaviour Policy.

- The school will involve the parents/carers of all students concerned in any significant bullying incident.
- The school will investigate the incident and give feedback to those concerned.
- Sanctions will be put in place according to the severity of the incident.
- The school will contact any relevant professionals where appropriate.

The school staff are not to allow, or turn a blind eye to, any form of bullying, including calling people derogatory names or causing slight to their masculinity or femininity; it will not tolerate any bullying relating to the protected characteristics or any form of cyber bullying.

The school staff are to treat all students with equal fairness and remember their duty to protect them from all forms of bullying, including sexual bullying of any kind.

Throughout this policy, the overarching term 'parent' is used for anyone providing parenting for the child, including carers.

MONITOR AND REVIEW

The policy will be monitored and reviewed annually.

Justine Golamhossen
November 2023