



POLICY DOCUMENT ANTI-BULLYING

Our Ethos

Bullying of any kind will not be tolerated at Kilgarth School and this policy should be read in conjunction with our Behaviour Management policy. Preventing bullying, including cyber-bullying, disability related bullying and homophobic bullying, is a priority for Kilgarth School and no racial harassment or racist incidents will be tolerated.

It is a principle of this policy that bullying and harassment is about the impact of the behaviour on the recipient and not the intention. The individual's feelings are of paramount importance. Equally, it cannot be the case that if a person feels bullied or harassed that it is enough to conclude they have been.

Aims

- to take measures to prevent all forms of bullying in and around school and during off-site activities
- to support anyone involved to identify and protect those who may have been bullied
- to ensure that the safety and happiness of pupils is enhanced by dealing with bullying effectively.

What is bullying?

Although there is no legal definition of bullying¹, it involves offensive, intimidating, malicious or insulting behaviour, and/or an abuse or misuse of power that undermines, humiliates or injures the person on the receiving end.

- it is a form of aggressive or insulting behaviour that intentionally hurts or harms

Policies/Anti-bullying
First Adopted 1998 Review every year
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- it is invariably persistent, sometimes continuing for weeks, months, or even years
- an underlying feature is an abuse of power and a desire to intimidate or dominate
- it is difficult for those being bullied to defend themselves
- it is behaviour that can be subtle and covert
- it undermines self esteem
- it affects attitudes to and performance in school
- it can lead to serious and prolonged distress and long term damage to social and emotional development.

Bullying and harassment may be misconduct that is physical, verbal or nonverbal, eg by letter or email, through social media or by act.

Bullying can be:

- **physical** - hitting, kicking, taking or damaging belongings
- **verbal** - name calling, insulting, repeated teasing, racist remarks or threats
- **psychological** - spreading nasty rumours, exclusion from groups, moving away as a person approaches, leaving notes, failure to speak to or acknowledge a person
- **technological** - through the use of mobile phones and the Internet - the use of threatening, insulting or frightening mobile phone text messages, photographs or video and Internet messaging
- **social** – alienating, leaving people out, peer pressure.

Strategies for Prevention

Preventing bullying is a priority for Kilgarth School; we aim to maintain a safe, inclusive and comfortable environment in which pupils can learn and thrive. Action taken in all areas of school life contributes to the development and reinforcement of the school ethos to encourage non-bullying behaviour where bullying is unacceptable.

The following points are used as a checklist:

1. Staff are committed to a Behaviour Modification and Management Policy and the ethos that underpins it.
2. The Behaviour Modification and Management Policy is published on our website.
3. All staff are aware of the possibility of bullying taking place.
4. There are adequate supervision arrangements, particularly at times and in places where bullying is more likely to take place such as at break-times, lunch-times and during lesson change-overs.
5. Groups of pupils are never left unattended in classrooms.
7. External and internal areas are well cared for and free from rubbish and graffiti.
8. Teachers model non-bullying behaviour and ensure that methods of teaching and control do not endorse bullying behaviours.
9. There is emphasis on praising good and a positive expectation of pupils' behaviour
10. Teachers arrive at lessons on time and are well-prepared.

11. The curriculum encourages co-operative as well as competitive learning.
12. The topic of bullying is incorporated in SMSC sessions across the curriculum.
13. Pupils are encouraged to assist in the promotion of positive attitudes in the classroom.
14. Staff, pupils and parents are encouraged to take collective and individual responsibility for preventing and responding to bullying.

Advice on the different forms of bullying, and their prevention, can be found in the Department for Education document "Preventing and Tackling Bullying":



DfE

Preventing_and_tack

Reporting Bullying

The relationship between pupils and teachers should be characterised by mutual respect and trust so that pupils are able to tell teachers if they are being bullied or if they see incidents of bullying.

It is made clear to pupils that reporting bullying is responsible, respectful and demonstrates good citizenship, it is not telling tales. Reporting of bullying behaviour can be made to any member of staff. Every incident is recorded in the pupil profiles.

If pupils or a parent make a report of bullying, the report will be listened to, taken seriously, recorded and appropriate enquiries will be made. The person reported responsible will be treated with dignity and respect and afforded the opportunity to give their account of the alleged report of bullying.

The outcome of any enquiries will be made available to all concerned. The enquiries, outcome and any action taken will be recorded.

False or malicious allegations will be followed up with the person(s) involved.

Where bullying occurs over a period of time, the person complaining will be encouraged to keep a log of incidents.

Responding to Bullying

We will investigate all claims fully. The action that will be taken will include communicating disapproval of bullying to the person(s) involved.

The school response should differentiate between various degrees of bullying. In the first instance, ways will be sought to give the person(s) the opportunity to change and modify their behaviour. It will be made clear that a failure to respond will elicit further action from the school such as a discussion with parents or external agencies. Exclusion from school will be regarded as a last

resort and used only in extreme cases. Modification of behaviour is the desired goal in all cases.

Steps will be taken to simultaneously improve the self-confidence, self-esteem and social skills of victims of bullying. Those who have witnessed incidents and friends of victims will also be given support and help. In all cases, parents will be informed.

Bullying that takes place outside school but which involves pupils will also be investigated.

Communication of the Policy

Parents/carers, staff and pupils are made aware of this policy at their admission interview and through the induction process

Pupils are periodically asked to design anti-bullying posters for display around the school.

Monitoring, Maintenance and Evaluation

An Anti-Bullying Policy is a long-term commitment. Staff and pupils are reminded of it regularly.

If bullying is identified, use will be made of the Local Authority Support Services, and our Safer Schools Police Officer.

Roles and Responsibilities

All members of the school community are responsible for ensuring that bullying is prevented, have a duty to deal with incidents in line with the policy and procedures, and never let an incident pass by unreported, whether on-site, surrounding the school or during an off-site activity.

Parents and carers, in addition to staff and pupils, are aware that school does not tolerate any form of bullying, and takes a positive approach to educating pupils to combat it.

If an act of bullying is observed, it will be written up by teachers and support staff and/or reported to a Senior Management Team member, who will act accordingly.

All members of the school community are responsible for ensuring that no form of bullying occurs.

Ultimately, the Headteacher has the primary responsibility for ensuring that bullying does not occur in the school community.

ⁱ Government website gov.uk 'Bullying at School'