
Anti-Bullying Policy

RATIONALE

It is a basic entitlement of all students that they receive their education free from humiliation, oppression and abuse. Bullying can range from ostracising, name calling, teasing, threats and extortion, through to physical assault on students and/or their property. It can be an unresolved single frightening incident which casts a shadow over a student's life or a series of such incidents.

Bullying can, and must, always be stopped. It is a school discipline problem. It is not the sole responsibility of students and/or their parents to resolve. If neglected, it can lead to low performance, truancy, illness (real or not) and occasionally death.

DEFINITIONS

- a) 'Bullying may be distinguished from other unacceptable forms of aggression in that it involves dominance of one student by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour rather than an isolated incident.'

DfEE Circular 8/94 – Pupil Behaviour & Discipline

- b) 'Bullying is a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.'

Both these definitions, whilst certainly true, perhaps do not go far enough. At King Arthur's it is felt safer to define bullying as: - **any** action of one student, or group of students on another, the victim, such that the **victim** feels bullied. The important difference here is that the 'bully's' actions are pre-meditated or deliberate.

AIMS OF THE ANTI-BULLYING POLICY

Amongst King Arthur's School's stated aims are that we believe each student should:

- feel valued in the school and the community
- develop self responsibility
- have self esteem
- develop self discipline
- develop self awareness and be capable of reflective judgment
- have the chance to develop his/her potential to the full

In addition, amongst the aims of the Behaviour Code are:

- to promote respect and consideration for others
- to achieve a safe, well ordered and pleasant environment

WHAT WE WILL DO

1. At King Arthur's we believe that everyone in our school should have the same basic rights of freedom from all forms of harassment. Relationships are the foundation of our school, students should be encouraged not only to treat others as they would wish to be treated, but also actively to safeguard the rights of others. We will seek to ensure that victims of bullying are confident of support and redress, while bullies are helped to see the error of their ways.
2. This bullying policy is rigorous and simple: bullying will not be tolerated. This message will be delivered regularly to all students by means of assemblies, tutor time, P.S.H.E. lessons and the activities run throughout Anti-Bullying Week. Copies of the Anti-Bullying Policy will be available on the school website. Students must be confident that they will receive the same positive response no matter which member of staff they turn to for help.
3. Students will be in no doubt as to the outcome: bullying has no place at King Arthur's, the victim will always be supported and the bully isolated or excluded if necessary.
4. This policy is positive rather than punitive: it seeks to raise awareness of issues involved in bullying and is based on the active cooperation and trust between staff and students.
5. **Victims**
 - Victims will **always** be listened to and taken seriously.
 - Victims will be offered support to improve their self esteem and, if desirable.
 - Victims will be encouraged to **tell all**.
 - Victims will be protected from retaliation.
6. **Bullies**
 - In the first instance a member of staff (Tutor or Pastoral Leader) will investigate and try to resolve the issue(s), often by using restorative justice techniques – unless the bullying is particularly serious, very physical or obviously pre-meditated.
 - If this approach does not work then a range of sanctions are available depending on the perceived seriousness of the situation. These include:
 - Discussions with parents and students
 - Referral to senior staff
 - Restorative Justice
 - Withdrawal of break and lunchtime
 - Use of PCSO
 - Internal suspension
 - Exclusion from school transport
 - Temporary exclusion from school
 - Permanent exclusion from school
7. **Staff** will read a copy of this policy and
 - be aware that many victims of bullying are the very students who present problems for them in class – they may be attention seeking and irritating but will be treated in the same way as any other student

- be aware of the following and other **myths** about bullying and will actively discourage the acceptance of them as fact:-

Bullying is a natural part of growing up

Bullying is character forming

He/she asked for it

Without names we can do nothing

It's best to fight back; stand on you own two feet

What happens outside school isn't our responsibility

Sticks and stones will break my bones; names will never hurt

me

- always take action when bullying is suspected, either themselves or by reporting it to an appropriate colleague

8.

The School will support students who are being bullied in order to

- help bullies to change their behaviour
- take bullying seriously and find out the facts of any incident:
 - Meet those concerned individually
 - Use peer group pressure actively to discourage bullying
 - Involve parents
 - Help students develop positive strategies and assertion
- be concerned equally about bullying to and from school and, in particular, on the school buses
- promote the existence of this policy to parents
- work actively with partner primary schools to dispel fears amongst students about to transfer (Moving On booklet)
- provide training for staff as appropriate
- identify areas within the school and its grounds where victims may be more at risk and will target these areas with duty staff at breaktimes etc.
- provide a bullying box in the library which will be checked regularly
- record incidents of bullying in a consistent way that allows for monitoring of behaviour
- staff will discuss with and involve students in agreed class and school codes of conduct
- request help from the Curriculum Support Department and/or Education Psychologist where necessary
- involve the police where necessary
- make available counselling for both victim and bully

9. **The Governors** will

- monitor the implementation of this policy
- be prepared to act quickly and within the guidelines of this policy should they receive a complaint about bullying from a parent (or a student)
- ensure this policy is reviewed regularly

SIGNS OF BULLYING

1. Any of the following may be signs of bullying:
 - Deterioration of work

- Spurious illness
 - Isolation
 - The desire to remain with adults
 - The desire to remain in 'safe' environment
 - Erratic attendance
 - Unwillingness to travel on the school bus
 - Taking the long route when walking home
 - Equipment that has gone missing
 - Requests for extra pocket money
 - Damaged clothing or bruising
 - Eating disorder
 - Sleeping disorder
2. Not all these will be immediately obvious to staff, particularly those connected with home but many will be mentioned by parents at, say consultation evenings.
3. Staff will respond to any suspicion of bullying: **watching and doing nothing can suggest support for the bullying.**

Reviewed and updated September 2009

KING ARTHUR'S COMMUNITY SCHOOL

BULLYING CODE

- ✓ Every student in King Arthur's School has the right to enjoy his/her learning and leisure free from intimidation, both in the school and in the surrounding community.
- ✓ Our school community will not tolerate unkind actions or remarks; even if these were not intended to hurt.
- ✓ Unkind actions or comments may be called bullying.
- ✓ Students should support each other by reporting all instances of bullying.
- ✓ Bullying will be dealt with seriously.
- ✓ We are a 'Telling School' - bullying is too important to keep quiet about.

