

# Anti-Bullying Policy

Bullying (including cyberbullying, prejudice-based and discriminatory bullying)

**Date of Last Review: January 2022**

**Reviewed by: Mr R Beattie**

**Agreed by Governors: February 2022**

**Frequency of Review: Annually**

**Date of Next Review: January 2023**



## Statement of Intent

- 1 We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

- 2 Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

- 3 Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email and internet chat room misuse  
Mobile threats by text messaging and calls  
Misuse of associated technology, i.e. camera and video facilities

- Peer on Peer Abuse

Peer on Peer abuse is any form of physical, sexual, emotional and financial abuse and coercive control exercised between children and within children's relationships (both intimate and non-intimate), friendships and wider peer associations. Bullying can be one type of peer on peer abuse.

The school will work to prevent peer on peer abuse by:

- Promoting school values through "PRIDE" and "it's about learning"
- Creating a culture of support and trust



- Responding appropriately to all reports of abuse
- Working with both internal and external support agencies and groups, eg the school counsellor, the NSPCC, and the Police
- Ensuring students are taught and learn about safeguarding and related topics, so they understand abuse can be perpetrated by peers, online or in person, by strangers or by someone known to them.

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

- 4 Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.
- 5 Schools have a responsibility to respond promptly and effectively to issues of bullying.
- 6 As According to Keeping Children Safe in Education'. School and college staff are particularly important, as they are in a position to identify concerns early, provide help for children, promote children's welfare and prevent concerns from escalating
- 7 All staff have a responsibility to provide a safe environment in which children can learn.
- 8 Bullying is one form of Peer on Peer Abuse of which all staff should be aware that children can abuse other children (often referred to as peer on peer abuse). We recognize that this can happen both inside and outside of school or college and online. It is important that all staff are aware of and recognise the indicators and signs of peer on peer abuse and know how to identify it and respond to reports. This forming part of the whole school safeguarding Policy.
- 9 All staff should understand, that even if there are no reports in their schools or colleges it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding bullying or any form of peer on peer abuse that they should speak to a Senior Leader, a College Leader or the designated safeguarding lead (or deputy).

### **Objectives of this Policy**

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- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.



- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Signs and Symptoms

- 11 A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:
- is frightened of walking to or from school
  - doesn't want to go on the school / public bus
  - begs to be driven to school
  - changes their usual routine
  - is unwilling to go to school (school phobic)
  - begins to truant
  - becomes withdrawn anxious, or lacking in confidence
  - starts stammering
  - attempts or threatens suicide or runs away
  - cries themselves to sleep at night or has nightmares
  - feels ill in the morning
  - begins to do poorly in school work
  - comes home with clothes torn or books damaged
  - has possessions which are damaged or " go missing"
  - asks for money or starts stealing money (to pay bully)
  - has dinner or other monies continually "lost"
  - has unexplained cuts or bruises
  - comes home starving (money / lunch has been stolen)
  - becomes aggressive, disruptive or unreasonable
  - is bullying other children or siblings
  - stops eating
  - is frightened to say what's wrong
  - gives improbable excuses for any of the above
  - is afraid to use the internet or mobile phone
  - is nervous and jumpy when a cyber-message is received.
- 12 These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
2. If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses
3. Cases of bullying will be recorded by staff and appropriate action will be taken to resolve the issue both for the benefit of the victim, the perpetrator and the school community as a whole.



4. Help, support and counselling will be given as is appropriate to both the victims and the bullies.
5. Pastoral teams will be responsible for following up all incidents of recorded bullying and ensuring that action is taken and reviewed to the satisfaction of the victim. All Bullying incidents are to be recorded on CPOMS.
6. An attempt will be made to help the bully (bullies) change their behaviour
7. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
8. If necessary and appropriate, police will be consulted

### **We support the victims in the following ways:**

1. By offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose, and to engage as necessary in a support programme to offer continuing support when they feel they need it.
2. By taking disciplinary steps to prevent more bullying.
3. Informing the victims' parents/carers
4. By reviewing that the measures we put in place are effective.

### **We also discipline, yet try to help the bullies in the following ways:**

1. By talking about what happened, to discover why they became involved and to engage in a programme to address their behaviour.
2. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
3. Informing the bullies' parents/carers.
4. In serious cases, suspension or even exclusion will be considered
5. By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.

### **Outcomes**

1. If possible, the students will be reconciled
2. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
3. Instances of bullying will be tracked and reviewed by the school to help plan preventative measures

### **Prevention**

1. President Kennedy methods for helping children to prevent bullying through our ethos around the word PRIDE.
2. Through this we encourage students to treat everyone with Respect
3. Encourage students to discuss how they get on with other people and to form positive attitudes towards other people.



4. Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
5. Use the learning opportunities to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. during tutor time and within the Bridge and Gateway curriculums.
6. Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
7. The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
8. Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
9. We will treat bullying as a serious offence and take every possible action to eradicate it from our School.
10. Review the School Policy and its degree of success.



## **ANTI-BULLYING POLICY**

The Governors of President Kennedy School take the issue of bullying very seriously and to this effect, have adopted this policy.