



The Kingswinford School
- part of the Windsor Academy Trust -



ANTI-BULLYING POLICY

Rationale

Everyone at The Kingswinford School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to maximise their potential and thrive in all aspects of their education and development.

Where an issue exists the victims must feel confident to activate the anti-bullying system within the school to end the bullying. It is our aim to challenge bullying behaviour and increase understanding of its implications in order to maintain a strong anti-bullying ethos in the school.

Our definition of bullying

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves and where there is an imbalance of power. The anti-bullying alliance defines bullying as “the intentional hurting of one person to another”. Types of bullying include:

- PHYSICAL – kicking, hitting, pushing, taking and damaging belongings
- VERBAL – name calling, taunting, mocking, making nasty comments, making threats
- EMOTIONAL – leaving people out/deliberately ignoring them, gossiping, spreading rumours
- CYBER-BULLYING – bullying using text messages/phone calls, picture/video clips on phones, instant messenger, email, chat rooms, websites/blogs

The emotional distress caused by bullying in any form can be far-reaching and hence this policy aims to address bullying that occurs for any reason. There are many examples these include: due to age, background, appearance, race, religion, SEND, sex/gender or due to homophobic or transphobic behaviour. This list is not exhaustive.

Raising awareness about bullying

- Bullying is “tackled” through the curriculum via PSHE led by the Form Tutor.
- It is addressed through House and Year Group assemblies.
- It is a topic touched upon in several curriculum areas during a school year.
- Students are asked to sign a ‘pledge’ in their planner.
- The school participates in Anti-Bullying Week activities and reinforces these throughout the year.

Finding out about bullying

Prevention is better than cure so at The Kingswinford School we are vigilant for signs of bullying and always take reports of incidents seriously. We actively seek to be informed about bullying in order to work towards eliminating it from our school.

Finding out from students

Victims themselves are often reluctant to come forward when they are being bullied, most often because they are afraid of the bully or their friends or of the repercussions of addressing the matter. We encourage all students to come forward and friends of the victim are encouraged to provide information about bullying where appropriate. All students and Prefects are encouraged to report incidents of bullying.

- Form Tutors have a close relationship with their tutees and students are encouraged to tell them if they are being bullied
- There is an e-bully box
- The duty staff report incidents of bullying seen whilst they are on duty
- Classroom incidents are reported
- Students can report bullying to any adult working in the school, knowing they will be taken seriously and their report investigated
- Students can report bullying to other students who will pass their concerns on, through the School Council/Student Senate, Prefects or Anti-Bullying Ambassadors should this be appropriate.

Finding out from staff

All staff are asked to report incidents of bullying to a member of pastoral staff or to the BMT. This includes support staff, class teachers, duty teams: all staff working in the school. Incidents are logged on SIMS and data is monitored.

Finding out from parents

Parents/carers can report suspicions of bullying to the school. For example, if their child is reluctant to come to school or shows signs of distress. Parents Carers are asked to put their concerns in writing, giving as much specific detail as possible.

Finding out from members of the community

Telephone calls from concerned members of the community are followed up.

- **All reported incidents of bullying are investigated and taken seriously by members of staff.**

How bullying is dealt with

The first step would be to ensure the victim feels safe in school. How this is achieved will vary from student to student and from incident to incident.

Initially, an incident form should be completed giving as much detail as possible and the victim is advised to keep away from the bully as much as possible while the incident is investigated by an appropriate member of staff. In consultation with the Deputy Headteacher (Student Welfare), a decision regarding sanctions will be taken in line with the school's Behaviour for Learning Policy.

Parents/Carers will be informed if bullying is systematic and/or causing distress to the student and are automatically advised if the incident is a Police matter.

When there is an identified issue between two students that occurs more than once or is deemed serious then a **STOP agreement** is issued, or it may be issued to prevent recurrent issues. Both the victim(s) and the perpetrator(s) sign this agreement and where necessary parents are informed. The STOP agreement helps students to understand and reinforces our zero-tolerance approach to the situation.

Support for the victim

- The victim is supported by their Form Tutor, House Leader, subject teachers and other members of staff, as appropriate.
- A Peer Mentor from the Prefect Team or one of our Anti-Bullying Ambassadors can be allocated to the victim to support them.
- A victim can be attached to a Learning Mentor should it be appropriate.
- The School Health Advisor can help support the victim should it be required.
- Counselling is also sometimes advised through the What? Centre.

Support for the bully

The bully is supported by their Form Tutor and/or House Leader in line with the Behaviour for Learning Policy.

The Connexions service can sometimes support the victim following a referral from the school.

A bully can be attached to a Learning Mentor should it be appropriate and there may be a referral to a behaviour modification programme run by the SSC (Student Support Centre). The bully will be reminded of the possible consequences of bullying and sanctions for repeated incidents will be clearly explained to him/her – this is also reinforced by the STOP agreement. Persistent bullies will receive firm sanctions and may be excluded from school.

Other parental involvement

Parents/Carers are reminded regularly to inform their children that they must tell someone should they ever be bullied.

Monitoring

The policy is monitored by the Deputy Headteacher (Student Welfare) with the support of the Anti-Bullying Officer, the House Leaders, Faculty Director for PSHE and the Behaviour Management Team.

*Appendices – Referral routes, STOP Agreement, Anti-Bullying Planner Information Pages.
Last updated October 2018.*