

KING EDWARD VII

SCHOOL POLICY



ANTI-BULLYING POLICY

**Reviewed and Updated September 2016
to be reviewed 2017**

ANTI-BULLYING POLICY –King Edward VII School

All bullying is unacceptable, regardless of who bullies, how it is delivered or what reasons are given to justify it.

Bullying is a conscious attempt to hurt, upset, threaten or frighten another person and may be repeated over time, in School, on the way to and from School, out with friends and online.

Physical and verbal, direct or indirect (e.g. spreading rumours), cyberbullying and text messaging abuse of others is unacceptable at King Edward VII School.

It is the responsibility of everyone associated with the School to promote good relationships and challenge bullying.

The harmful effect on educational performance which can be caused by bullying is recognised. King Edward VII School is committed to combating all bullying behaviour in partnership with the relevant agencies who may offer additional advice and support.

We aim to raise the self-esteem of everyone at King Edward VII School and create an atmosphere of mutual respect and positive citizenship. We actively raise the profile of bullying as an issue and provide strategies/guidance that will help to prevent bullying and on how to respond to bullying in all its forms.

We actively seek advice and support in dealing with the “modern day” aspects of bullying behaviour, which have emerged with the development of the internet, mobile phones and social networking sites.

We acknowledge that both the victim and perpetrators of bullying need support and that appropriate support for both will be needed after bullying has been reported.

If bullying takes place, then our advice for pupils is clear:

REMEMBER - SILENCE IS NOT AN OPTION – TALK TO SOMEONE!

Students

If you are being bullied the following responses should help:

1. Try not to show you are upset, although this may be difficult.
2. Try to ignore the bully and *do not respond* but preserve evidence in the case of cyber-bullying.
3. Walk away quickly and confidently, even if you don't feel that way inside.
4. If a group of pupils is picking on you, look one of them in the eye and say “*This isn't funny*” and then walk quickly away.
5. Try to be assertive - look and sound confident. Be firm, but do not be aggressive.
6. If you are in danger, get away and seek assistance immediately.
7. If you have been hit, then you must say so as you may be seriously hurt than you think.
8. **The bullies will not stop if they think they can get away with their behaviour so report the incident to a teacher or your parents straight away.**

If the incident continues to bother or upset you afterwards, then seek help and support. Talk to someone; don't keep it to yourself. You can get help from your Form Tutor, Year Leader, Pastoral Manager, Learning Mentor, Mentor or any member of staff. There are also external sources of help (see below).

How students are encouraged to help stop bullying

1. Don't stand by and watch - fetch help. It is your duty to help.
2. Show that you and your friends disapprove of bullying and will not tolerate it.
3. Give sympathy and support to any student who may have been bullied.
4. Be careful about teasing people or making personal remarks. If you wouldn't find a comment funny then other people might not either. Don't say it!
5. If you know of any bullying, tell a member of staff in School. The victim may be too scared or lonely to tell anyone.

HELP TO KEEP OUR SCHOOL A SAFE AND HAPPY PLACE

Parents/Carers

1. Parents/carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways: by not accepting such behaviour and by informing children of the importance of appropriate behaviour towards others and the importance of reporting to an adult when they think someone else is being bullied.
2. Parents are encouraged to work in partnership with the School to actively endorse the Anti-Bullying Policy and to encourage appropriate sociable behaviour.
3. Parents are expected to contact the School if they are concerned about their child at School or if they suspect that he or she may be involved in bullying. The pastoral staff are familiar with strategies to support victims of bullying and will reassure parents that action will be taken following the investigation of any reported problem. It is essential not to keep bullying a secret.
4. For serious cases of bullying, parents may be asked to take part in discussions about what strategies should be used to change the behaviour of the bully. Parents will be asked to support any action being taken by the School to support the victim or perpetrator(s).
5. Research has shown that more than a third of 12-15 year olds nationally have faced some kind of bullying (cyber bullying), using computers and mobile phones, so parental control of this is crucial, although not always easy.
6. Parents/carers should try to monitor what children are doing on-line. E-mail, gaming sites, chat rooms and social networking sites are a common source of bullying and nasty comments, as are texts and 'apps' on mobile phones. In the event of cyber-bullying, it is wise not to erase any messages or pictures sent, as these can be used later as evidence.
7. Parents can seek online help and guidance from the following; www.stoptextbully.com
www.anti-bullyingalliance.org.uk www.chatdanger.com www.besomeonetotell.org.uk
www.childline.org.uk www.cybermentors.org.uk

8. *If your child has been bullied*, even if the issue is completely resolved, talk to your child and keep checking they are fine. Please report any concerns immediately by contacting their Year Leader or Pastoral Manager initially. Bullying can deeply affect a child and they may need further help to resolve it in their minds.

The School's Response

The School expects all members of the School community to adhere to and promote the aims and objectives of the Anti Bullying Policy and refrain at all times from behaviour which would constitute or could be construed as bullying behaviour. Any such behaviour will have serious consequences; it is completely unacceptable.

1. The School takes any report of bullying seriously.
2. The School makes expected standards of conduct and behaviour clear to students and involves them in making decisions about rules and appropriate ways of behaving, through its classroom expectations, assemblies, tutor activities and the curriculum.
3. Accurate records are kept of all incidents involving bullying. Students are encouraged to report incidents and support fellow students who are being bullied. All teachers and support staff are expected to report any concerns about possible bullying to the appropriate member of staff in writing using the appropriate forms.
4. For all serious incidents, statements are taken from those involved and parents are contacted and details logged electronically and in student files. Statements will also be taken from witnesses if possible/appropriate.
5. When following up any bullying incident, the School may use a range of measures and sanctions and consult with other agencies where necessary. The School's response to each case of bullying will depend on the circumstances of each incident but consistency of approach is recognised as an important aspect of dealing effectively with bullying.
6. Support is made available to those involved in bullying behaviour - both victims and perpetrators - because bullies need to change their behaviour (it is the behaviour not the person that is unacceptable). Parents are encouraged and expected to support the work of the School.
7. The School monitors the incidence of bullying and reports annually to governors, parents, students and other stakeholders through the School newsletter/website about the outcome of any report. Incidents of bullying are also reported annually to the CYPD in Sheffield.

The School reviews the Anti-Bullying policy regularly, gathering the views of students to assess the effectiveness of the policy and to make recommendations for change.

The School is committed to responding to the issue of bullying in all its forms and takes account of new forms of bullying e.g. cyber bullying. Data associated with bullying is reviewed annually to assess the impact of actions and the integration of new strategies.

Students are involved in activities during Anti Bullying Week (November annually) and questionnaires are used regularly to canvass opinion about student safety and enjoyment at School.

The School has an Acceptable use Policy for ICT and a system of sanctions.

Working With Bullies.

Bullies need to realise that there will be serious consequences for anyone found to be bullying others. At the same time, we want to encourage the bully not to do it again to anyone.

The key to this is for the bully to realise that such behaviour is unacceptable by appreciating what actual damage their bullying has on individuals and groups.

Such work will be led by appropriate staff, such as Learning Mentors, Pastoral Managers, Year Leaders, Teachers or by external specialists, e.g. a Behaviour Support Worker. The support and involvement of parents/carers is vital in this.

Students that have bullied will be monitored in school to ensure that they pose no threat to others. Significant improvements in behaviour are to be praised and, if appropriate, rewarded.

If possible and appropriate, key staff will mediate between the victim(s) and the perpetrator(s), with a view to resolving the situation and reassuring the victim(s) bullied.

If a student persists with bullying, then more serious consequences will be implemented, which could include exclusion and the involvement of external agencies including, where appropriate, the Police.

In rare cases where situations cannot be resolved by all the means available to the School, then it may be appropriate to initiate a move to another School for those that persist in bullying others.

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