

## A1 - Anti-Bullying Policy

**Kipling School will not tolerate bullying**

### **Bullying is behaviour that**

- deliberately makes another person feel uncomfortable, distressed, or threatened
- is repeated over time
- makes those being bullied feel powerless to defend themselves
- can include racist, sexist, or homophobic behaviour

### **Bullying may take many forms, such as:**

- physical: for example, hitting, pushing, kicking
- name-calling and verbal abuse: face-to-face, in writing, by phone, on-line or by text message
- making racist, sexist or gender-based comments, jokes, or graffiti
- making threats
- taunting or mocking
- Spreading rumours
- Making jokes to make someone look 'small'
- Shutting out a person
- Ganging up on someone
- Refusing to cooperate with someone
- Hiding equipment or other possessions
- Demanding money

### **Cyber Bullying**

Cyber bullying refers to the use of (mobile) technology as a media for any of the purposes above. Bullying via social networks, emails and texts will be addressed according to the same procedures as any other form of bullying in the school

### **Guidance and Advice**

#### **Students**

Kipling works to combat bullying by teaching pupils about bullying and appropriate strategies to combat bullying through

- Weekly tutorial sessions and PSHE lessons
- Regular whole school and class assemblies
- Older children supporting younger children as playtime 'buddies'
- Displays of appropriate work
- Students given opportunities to take leadership as prefects, house captains and school Council representatives
- Positive reinforcement of behaviour through praise, house points and merits for demonstrating positive social skills
- Students will understand the various roles within bullying cycles and how to act:

### **Victims**

- Always tell someone that you trust (an adult or friend)
- Remember you are not the one who is acting incorrectly.
- Inform the bully that they are acting inappropriately, and you would like them to stop
- If you can, ignore the bully and do not show that you are upset
- If possible, avoid being alone in the places bullying happens
- Be assertive if you can
- Walk away quickly and confidently, even if you do not feel that way inside
- Your safety is more important than your possessions. If you are in danger, do not hold on to them
- If you are different in some way, be proud of who you are

### **Friends**

- Listen to your friend and talk it through
- Be sensitive and understand their situation
- Avoid leaving them on their own
- Advise the person being bullied to talk to an adult
- In serious cases speak directly to an adult yourself on behalf of your friend.

### **Bystanders**

- Even if you do not take part in bullying but see it and walk away, you are ignoring your responsibilities
- Report directly to an adult any bullying that you have observed
- Give sympathy and support to the person being bullied

### **Parents/Carers and Academic Staff**

- Raising awareness in staff and parents through
- INSET sessions for teaching and non-teaching staff
- Discussion of issues arising in staff meetings
- Presentation of policy in key areas of the school and on the server for reference

## **Recognising the signs**

Someone who is being bullied may:

- Be frightened of getting on the school bus
- Insist on being driven to school
- Be unwilling to go to school
- Regularly have books or clothes damaged
- Have possessions 'go missing'
- Continually 'lose' money
- Begin doing badly in schoolwork
- Have unexplained bruises, scratches, cuts
- Ask for money or begin stealing money
- Become withdrawn or start stammering
- Have noticeable and prolonged changes in mood
- Become distressed
- Become bad-tempered
- Refuse to say what is wrong
- Lose appetite, or start overeating

- Cry himself/herself to sleep or have nightmares
- Attempt or threaten to harm him/herself

### **For Parents**

Any of the behaviour above may indicate other problems. But if you become aware of and are concerned by any of this behaviour, and think your child is being bullied

- Encourage him/her to talk about the problem
- Reassure him/her of your support
- Listen calmly and not overreact
- Attempt to find out when and where the bullying takes place. Is there a pattern?
- Contact the class teacher to discuss the problem
- Work with the class teacher to support your child within or outside school
- If the bullying takes place outside school, report the matter to the police

### **For Staff**

All members of staff, teaching and non-teaching, should deal with any incident of suspected or observed bullying by

- Talking to the pupil and giving reassurance
- Taking appropriate action using sanctions in line with the behaviour policy
- In serious instances producing a written statement of what has happened, and the action taken reporting any serious or recurring incidents to their line manager on the SMT (Senior Management Team)

## **Serious or recurring bullying**

The appropriate member of the SMT will do the following:

- Arrange for support and reassurance for the pupil being bullied
- Interview the person(s) accused of the bullying, always giving them an opportunity to explain their actions.
- Ensure that the appropriate disciplinary action is taken in line with the Behaviour Policy of the school.
- Contact parents/carers when necessary
- Work with pupils, parents/carers, and other teachers to support those involved and prevent future instances of bullying

## **Outcomes**

- The bully (bullies) will apologise in a genuine manner
- Wherever possible, the pupils will be reconciled
- In serious cases, suspension or even exclusion will take place in line with the behaviour policy
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- This policy was written based on the principles outlined in DFES Guidance
- 'Bullying: Don't Suffer in Silence' and 'Anti-bullying for schools' by Kidscape 2005.