

KING EDWARD VII SCHOOL POLICY



Anti Bullying

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Approved: GB

Leadership Team Responsibility: JPK

ANTI-BULLYING POLICY

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

The Anti Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years.

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Physical, verbal, direct or indirect (e.g. spreading rumours), online or electronic bullying and 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 health, well-being and educational performance which can be caused by bullying cannot be underestimated.

King Edward VII School is committed to combating all bullying behaviour in partnership with relevant agencies who may offer additional advice and support.

At King Edward VII School, we aim to nurture self-esteem by fostering a culture of integrity, encouraging curiosity, and building resilience, all within 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.

As a School we recognise that we are always learning. We show professional curiosity by actively seeking expert advice and support from online safety professionals in dealing with the aspects of bullying which have emerged with the development of use of technology and social media.

We acknowledge that both the victims and perpetrators of bullying need support after bullying has been reported. We understand that this may involve work around integrity and resilience.

If bullying takes place, then our advice is clear:

SILENCE IS NOT AN OPTION – TALK TO SOMEONE

Students

If you are being bullied:

1. Try to remain calm, even though this may be difficult

2. Try **not to respond or retaliate** but keep any evidence if possible
3. Remove yourself from the situation as quickly as possible. Leave the physical or online 'space'
4. If online, block any perpetrators from contacting you **but keep any evidence of previous contact such as messages or screen-shots**, to show to a responsible adult
5. If you feel you need to respond, try to be clear, calm, assertive and respectful, even if you have not been shown respect. Be firm, but not aggressive.
6. If you are in danger, get away and seek assistance immediately.
7. If you have been physically hurt, seek assistance from an adult immediately who may summon a first aider or medical professional, as injuries are not always immediately visible
- 8. Report the incident to a responsible adult as soon as you can.**

If you are aware that someone may be being bullied:

1. Show integrity: never stand by and watch - fetch help. It is your duty
2. Show integrity: model the behaviour that you expect from others: avoid teasing people or making personal remarks, even if you think it is funny
3. Show resilience: say and do everything that you can to show that you and your friends disapprove of bullying and will not tolerate it. Do not enter into discussions about incidents unless you are reporting it to a responsible adult
4. Show resilience: Tell a responsible adult. Don't assume someone else will
5. Show curiosity: can you help? Give sympathy and support to any student who may have been bullied but advise them to talk to an adult

WE HAVE A COLLECTIVE DUTY TO KEEP OUR SCHOOL SAFE AND HAPPY

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:
 - a. by modelling integrity, curiosity and resilience
 - b. by teaching children the importance of appropriate behaviour towards others
 - c. by not accepting disrespectful, discriminatory behaviour
 - d. by teaching the importance of reporting anything of concern to a responsible adult
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 School if they are concerned about their child or if they suspect that bullying may be taking place. Pastoral staff are familiar with strategies to support anyone involved in bullying and will reassure parents that action will be taken, following investigation. It is essential not to keep bullying a secret
4. The perceived 'victim' will always be involved in discussions about how staff will investigate and strategies that may help. For serious cases of bullying, parents may be asked to take part in discussions about what strategies can and should be used. Parents will be asked to support any action being taken by the School
5. It is important for families to understand that the School's position, whilst challenging and seeking to combat concerning behaviour must be open and impartial. Incidents are frequently more complex than they initially may seem and there are often multiple conflicting perspectives which School staff must acknowledge, listen to and respect. Staff will always seek to operate fairly, justly and without prejudice. It is essential that parents and carers support this with their children
6. Research shows that over a third of 12-15 year olds nationally have faced some kind of bullying using electronic devices, so parental control and understanding of young people's mobile phone, tablet and computer use is crucial. This includes:
 - a. monitoring online activity: knowing which gaming sites, chat rooms and social media platforms they use and how often
 - b. modelling and instilling positive habits and boundaries, for example, switching off devices at certain times of the day such as meal times or at night
 - c. reminding their children to report issues and not to respond or erase any evidence
7. Parents can seek online help and guidance from the following:
www.nationalbullyinghelpline.co.uk
<https://www.nspcc.org.uk/keeping-children-safe/online-safety/>
www.anti-bullyingalliance.org.uk
www.childline.org.uk
www.bullying.co.uk
www.gov.uk/bullying-at-school
www.ceop.police.uk/safety-centre
8. If a young person has been bullied, even if the issue seems resolved, parents and carers should keep talking to them about the surrounding issues and report any concerns to relevant Pastoral staff. Bullying can deeply affect a young person and they may need further help in the future.

The School's Response

The School expects all members of the School community to adhere to our values of integrity, curiosity and resilience by promoting the aims and objectives of the Anti-Bullying Policy and refraining at all times from behaviour which would constitute as bullying. Any such behaviour will have serious consequences; it is completely unacceptable.

1. The School takes **any** report of bullying seriously.
2. The School makes clear expected standards of conduct and behaviour to students and expects them to show integrity at all times. The school will involve students in making decisions about rules and appropriate ways of behaving.
3. Accurate records are kept of all incidents involving bullying. Students are encouraged to report incidents and support each other. All staff are expected to report any concerns about possible bullying to the appropriate Pastoral or Safeguarding staff, preferably verbally initially and in writing using Satchel and CPOMS (Child Protection Online Monitoring System).
4. For all serious incidents, staff discuss with those involved and take written accounts where possible; families are contacted and details logged electronically. Witness accounts may also be taken if possible/appropriate.
5. When following up any bullying incident, the School may use a range of strategies, measures and sanctions and consult with other agencies where appropriate. The School's response to each case will depend on the individual circumstances but consistency of approach is recognised as an important aspect of dealing effectively with bullying. Staff will keep students and parents informed of actions as appropriate. Safeguarding of young people will always take priority.
6. Support is offered to those involved - both perceived victims and perpetrators – and staff will always seek to challenge the behaviour rather than the individual.
7. The School monitors instances of bullying and reports annually to governors, parents, students and the Local Authority.
8. The School reviews the Anti-Bullying policy annually, gathering the views of students to assess its effectiveness and to make recommendations for change.
9. Students are involved in activities during the annual Anti-Bullying Week and questionnaires are used regularly to canvass opinion from students and parents about student safety and enjoyment at School.
10. The School has an Acceptable use Policy for ICT and a system of sanctions for its misuse.

Working with Anyone Involved in Bullying Incidents.

There will be serious consequences for anyone found to be bullying others. At the same time, we want to encourage the perpetrators not to do it again and we recognise that help and support may be needed. The behaviour displayed by those involved in bullying is sometimes a result of being subjected to it themselves.

An important factor is for the perpetrator to realise that such behaviour is unacceptable by appreciating the damage that their behaviour has on individuals and groups.

Any work with perpetrators or 'victims' will be led by appropriate Pastoral or Safeguarding staff or by external specialists. The support and involvement of parents/carers is vital in this.

Students who have bullied will be monitored in school to ensure that they pose no threat to others. Significant improvements in behaviour will be recognised and praised.

If possible and appropriate, key staff will mediate between the those involved with a view to resolving the situation.

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