

# Seven Kings School



## Anti-Bullying Policy

<b>Date agreed by the Governing Body/Executive Headteacher</b>	<b>March 2021</b>
<b>Date of next review</b>	<b>Spring 2024</b>

## 1. Our vision

- 1.1 Seven Kings School does not tolerate the bullying or harassment of any member of our community. All students are encouraged to report incidents of bullying to an appropriate adult. Support for both the victim and the perpetrator is then actioned as appropriate. A restorative approach to bullying is used at Seven Kings across all phases and parents/carers are informed and involved in this process where appropriate.
- 1.2 Seven Kings School is a happy, harmonious learning community where staff and students feel safe and secure. School life is characterised by a calm, purposeful environment underpinned by relationships built upon mutual respect. Our expectation is that all students and staff will behave in appropriate and socially acceptable ways
- 1.3 Every member of staff has a key role to play in promoting and sustaining the highest standards of behaviour for learning. We aim to provide a safe learning environment where everyone feels able to enjoy and achieve and fulfill their potential free from bullying
- 1.4 The well-being of every young person is of paramount importance; every learner has the right to a high-quality learning experience at school, free from harm, neglect and abuse. All staff have a duty of care and a responsibility for safeguarding and promoting the well-being of students
- 1.5 The school community share the definition of bullying as “A persistent and deliberate attempt to hurt or humiliate someone”. One-off incidents, whilst very serious and always dealt with, do not fall within the definition of bullying
- 1.6 There is a consistent approach to how bullying incidents are dealt with. Parents are informed at the earliest opportunity. Students are empowered to develop effective personal strategies rather than building dependency upon teachers and others to solve issues

## 2. Types of bullying

2.1 There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves

2.2 Bullying can take different forms and can be:

- **Emotional:** being unfriendly, excluding, tormenting
- **Physical:** Hitting, kicking, pushing, taking another’s belongings or any use of violence
- **Racial:** racial taunts, graffiti, gestures or mocking religious beliefs or customs
- **Sexual** Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching

- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing
- **Cyber:** Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Seven Kings recognises that SEND students are at greater risk of bullying than non SEND students and will deal with all reported incidents promptly.

### **3. Implications of bullying**

- 3.1** Bullying is always taken seriously because of the potential impact upon young people
- 3.2** Many of the outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries, self-abuse, low self-esteem, unhappiness, fear, distress or anxiety.
- If unchecked, others may come to see bullying behaviour as acceptable within the school
  - Victims can become bullies of younger or more vulnerable students
  - Bullying can have long term effects on victims which may stretch into their adult lives

### **4. Roles and Responsibilities**

- 4.1** The Executive Headteacher / Headteacher has ultimate responsibility for the well-being of all students and staff
- 4.2** The Phase/ Year Leader has been designated to oversee the well-being of students
- 4.3** The Director of Pastoral is the Designated Safeguard Lead
- 4.4** All staff, students, parents and governors must be aware of the policy and share responsibility for enforcing its principles

### **5. Dealing with bullying**

- 5.1** The school takes a proactive stance to raise awareness about bullying. This is done through a range of strategies including staff training, assemblies, CPSHE lessons, peer mentoring and high staff presence and visibility during lessons change over, break, lunch time and after school
- 5.2** Minor incidents or disagreements should be addressed by the class teacher however; any suspicions of bullying must always be reported to the appropriate phase/year leader as soon as possible
- 5.3** All allegations of bullying by students must be referred to the phase/year leader immediately
- 5.4** The phase/year leader will investigate the concern or allegation to clarify the facts through a thorough investigation, taking statements from the alleged bully, victims and witnesses

- 5.5** Careful consideration of all circumstances will be made before sanctions or next actions are decided. This will in the vast majority of cases involve parents/carers of both alleged bully and victim being informed at the earliest opportunity
- 5.6** A range of approaches will be used to support the victim and help them build resilience:
- a) The adult could offer coaching and problem-solving strategies to enable the victim to tackle what has happened; this builds their resilience and confidence, nurturing lifelong learning in resolving problems. This approach is suitable for lower level problems and where the victim wants to regain some control
  - b) The adult may work alongside the victim to resolve the problems actively through a restorative justice model; this will involve problem solving meetings facilitated by the adult with parents present
  - c) In serious incidents such as safeguarding, violence, threat of weapons, or sustained serious bullying, the adult will take over and deal with the issue. In some cases, the matter may be referred to the police
- 5.7** Students have the responsibility to ensure that victims of bullying are not isolated and to intervene when someone is being bullied and making it clear to the bully that their actions are disapproved of. Students should inform a member of staff if they suspect bullying is taking place. Racial, homophobic and sexual incidents are recorded in a central log along with proven bullying incidents
- 5.8** Serious or persistent cases of bullying will be referred to Senior Staff and could lead to fixed term exclusion or ultimately permanent exclusion

## **6. Signs and Symptoms of Bullying**

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
- Asks/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
- Performance at school begins to drop
- 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 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

These signs and behaviours could indicate other problems, but bullying should be considered possibility and should be investigated.

## 7. Help Organisations

- ChildLine 0800 1111 <https://www.childline.org.uk>
- KIDSCAPE 020 7730 3300 <https://www.kidscape.org.uk/>
- Family Lives 0808 800 2222 <https://www.familylives.org.uk/>
- Young Minds 0808 802 5544 <https://youngminds.org.uk>
- NSPCC 0808 800 5000 <https://www.nspcc.org.uk>

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The Governing Body of Seven Kings School adopted this Policy in March 2021.

Signed: \_\_\_\_\_ Executive Headteacher Date: March 2021

Signed: \_\_\_\_\_ Chair of Governors Date: March 2021

Policy Review Date: