



## **ANTI-BULLYING POLICY**

Person responsible: Deputy Head (Pastoral)  
Reviewed: April 2018

## Anti-Bullying Policy

As a Cathedral School with an emphasis on community, King's is committed to providing a caring, friendly and safe environment for all of its pupils so that they can learn and develop in the house, classroom and in all extra-curricular areas in a relaxed and secure environment. Any attempt to interfere with this safe environment will be treated most seriously. An atmosphere will be encouraged in which all pupils should feel that they will be able to tell a member of staff or a senior pupil and know that the incident will be promptly and effectively investigated.

The King's School recognises that bullying can occur between pupils, between members of staff, and between staff and pupils.

### What is bullying?

Bullying is an intentional abuse of power by an individual or group, usually repeated over time. In bullying there is a conscious desire to hurt, to threaten or to frighten. Bullying takes many forms:

- **Physical:** pushing, kicking, hitting, pinching and any use of violence.
- **Verbal:** name-calling, sarcasm, teasing, insulting, and spreading rumours.
- **Emotional:** exclusion, tormenting, e.g. hiding books or belongings, threatening gestures, racial taunts, unfriendliness, graffiti and gestures.
- **Sexual:** unwanted physical contact or abusive comments.
- **Cyberbullying:** inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet (usually through social networking sites such as Facebook, Twitter, Instagram and so on).

Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional and psychological damage for an individual.

The school recognises that bullying is most likely to take place within the houses during the evenings and in and around the Pupils' Social Centre at break and at lunchtime. Bullying may also occur in the dining rooms at mealtimes. These are by no means exclusive times.

Pupils are bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to SEN or disabilities
- Bullying related to appearance
- Bullying related to lack of prowess in sport, for example
- Sexist or sexual (including homophobic) bullying

The Deputy Head (Pastoral), in consultation in serious cases with the Senior Deputy Head, will gauge in a professional way the level of suffering experienced by the pupil and judges with the Headmaster when a Safeguarding threshold has been reached. There are criminal laws related to harassment and threatening behaviour which can be implemented in relation to occasions of bullying. Equally, it is possible that the bullying raises a safeguarding concern and the Deputy Head (Pastoral), as DSL, will decide whether to implement the measures outlined in the Safeguarding Policy alongside the other measures taken outlined here.

## **Strategies for the prevention of bullying**

The King's School aims to provide:

- An open, positive, friendly and caring atmosphere which helps to build positive self-images among pupils and fosters appropriate behaviour in all areas.
- The encouragement of positive role models across the school community.
- A structured PSHE programme within the curriculum which aims at developing personal and interpersonal skills as well as dealing specifically with the issue of bullying.
- A weekly period set aside for contact time with personal tutors and regular House meetings where issues, including bullying, can be addressed.
- Pupil guidelines, including a complaints procedure.
- A peer listening scheme.
- Reassurance that all senior pupils with some responsibility for younger pupils receive regular support from House staff.
- The Deputy Head (Pastoral) sends links to parents when new cyberbullying publications are issued, such as the Vodafone Guide for Parents.
- The Deputy Head (Pastoral) keeps a stock of booklets 'Preventing and dealing with bullying: 101 tips for parents', these are available to parents and the houses all have stocks of these as well.

## **Strategies for monitoring**

Bullying will be monitored through:

- Pupils' questionnaires conducted in PSHE lessons at the end of the Shell year.
- Staff vigilance, both within and out of the classroom, and good staff/pupil relationships.
- Vigilance by all, especially the monitors within houses.
- Swift response to individual incidents of bullying and reporting to relevant staff.
- Discussion at meetings of Housemasters and Housemistresses.
- Open communication with parents and guardians.

## **Procedures**

- Incidents that could appear to involve bullying should be reported to the relevant Housemaster or Housemistress at the earliest opportunity.
- The appropriate member of staff will interview the relevant people; following this investigation, incidents that are found to have involved bullying will be recorded in writing and details passed to the Senior Deputy Head and the Deputy Head (Pastoral).
- Any pupil who is being bullied will be given support and protection as well as assistance to develop positive coping strategies and self-assertion.
- Pupils who are bullying will also be given support and assistance to change their pattern of behaviour.
- It will be emphasised that any bullying behaviour must cease immediately.
- In serious cases of bullying, the parents of both parties will be informed of what has happened and how it has been dealt with.
- Where appropriate, colleagues will be informed and urged to be vigilant.
- If the bullying behaviour continues and counselling of all involved has not worked, then appropriate

sanctions, determined by the Headmaster (or in his absence the Senior Deputy Head) in consultation with the relevant Housemaster or Housemistress, will follow. In persistent and/or serious cases, suspension or expulsion will be considered. See Behaviour and Sanctions Policy.

- In cases of staff to pupil bullying the Safeguarding Policy will be followed, or in cases of staff-to-staff bullying the Grievance Procedure detailed in the Annexe to the Contract of Service for Assistant Teachers should be followed.

### **Cyberbullying**

"Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others." Bill Belsey  
[www.cyberbullying.org](http://www.cyberbullying.org)

Cyberbullying can involve social networking sites, such as Twitter, Facebook and Myspace and others, Snapchat, emails and mobile phones used for SMS messages and as cameras.

In addition to the preventative measures described above, the School:

- Expects all pupils to adhere to its 'IT Acceptable Use Policy' for the safe use of the internet. Certain sites are blocked by our filtering system and our IT Department monitors pupils' use as appropriate.
- May impose sanctions for the misuse, or attempted misuse of the internet.
- Issues all pupils with their own personal school email address.
- Offers guidance on the safe use of social networking sites and cyberbullying in Digital Curriculum and PSHE lessons which covers blocking, removing contacts from 'buddy lists' and sharing personal data.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.

Review notes:

December 2013 – expanded text in the Cyberbullying section of the policy

October 2015 – reviewed some terminology and removed references to the ABC.

April 2018 – reviewed some terminology and made the reporting process clearer.