



THE
KING'S SCHOOL
CANTERBURY

Anti-Bullying Policy

Responsible Person: The Designated Safeguarding Lead

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1. Introduction

The King's School Canterbury 'the school', is committed to providing a safe, inclusive and supportive environment for every member of the community. Bullying of any kind is unacceptable and will not be tolerated. An atmosphere is encouraged in which all pupils should feel that they are able to tell a member of staff or a senior pupil and know that the incident will be promptly and effectively investigated.

The school recognises that bullying can occur between pupils, between members of staff, and between staff and pupils. This policy outlines the school's approach to prevent bullying thereby harnessing a safe and inclusive culture for every member of the school community.

Given the school has a larger percentage of boarding pupils, it recognises there are additional factors to consider in regard to safeguarding pupils from bullying. This policy should be read in conjunction with The National Minimum Standards for Boarding Schools, Keeping Children Safe in Education and the schools own safeguarding policy.

2. 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, hazing, pinching and any use of violence.
- **Verbal:** name-calling, sarcasm, teasing, insulting, and spreading rumours.
- **Social:** spreading rumours, excluding someone from groups, or other forms of social manipulation.
- **Emotional:** exclusion, tormenting, e.g. hiding books or belongings, threatening gestures, racial taunts, unfriendliness, graffiti and gestures.
- **Sexual:** unwanted physical contact or abusive comments both within a personal relationship between children or not.
- **Cyberbullying:** inappropriate text messaging and emailing, sending offensive or degrading images including nude and semi-nude 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 prolonged emotional and psychological damage for an individual.

The school recognises that bullying may occur at any time and in any area of the school or when pupils are beyond the school bounds.

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
- Bullying related to any other of the protected characteristics as set out in the Equality Act of 2010

The school recognises that children with special education needs or disabilities (SEND) or those who are gender questioning can face additional safeguarding challenges both online and offline. SEND children may disproportionately be impacted by behaviours such as bullying without outwardly showing any signs of distress.

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 will decide with the Head of Safeguarding 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 Head of Safeguarding, as DSL, will decide whether to implement the measures outlined in the Safeguarding Policy such as a referral to the local authority alongside the other measures taken outlined here.

3. The Role of School Staff

All school staff are expected to take all forms of bullying seriously and actively work to prevent it. Staff should adopt the mindset that "it could happen here" and remain vigilant for any behaviour that could be considered bullying, even in its early stages.

Addressing unkind behaviour at its earliest stage is an effective measure to prevent it from developing into bullying. Staff are encouraged to challenge any unkind behaviour, whether it occurs in the classroom, boarding house, or school grounds, as soon as it is observed.

4. The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied or if they are aware of someone else being bullied. Pupils are invited to tell the school their views about a range of school issues, including bullying, through the King's Council, Tutor Time, Life Matters, internal and external surveys, in their respective houses or via the QR code reporting form.

The school expects respect, good manners and fair play to be shown by all pupils so that everyone can develop their full potential and feel positive about themselves as an individual.

5. The Role of Parents and Guardians

Parents and guardians who are concerned that their child might be experiencing bullying, or suspect that their child may be bullying others, should contact the school immediately. Initially, this contact should be made through the child's house team (Housemaster or Housemistress ((HsM)), Pastoral Care Assistant/Matron, or Tutor). Reporting any unkind behaviour at an early stage allows the school to take swift action.

Parents and guardians also have a responsibility to support the school's anti-bullying policy by actively encouraging their child to be a positive member of the school community.

6. Prevention Strategies

Through the use of education, awareness, and training the 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 Life Matters (PSHE) programme within the curriculum which aims at developing personal and inter-personal skills as well as dealing specifically with the issue of bullying.
- Any form of harassment or bullying can be directly reported using the QR codes displayed around school and on the back of the termly calendar, and this report will go directly to the Head of Safeguarding.
- 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.
- Independent listeners
- Reassurance that all senior pupils with some responsibility for younger pupils receive regular support from House staff.
- 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.
- The Wellbeing Hub provides students, staff and parents with strategies and support for the prevention of bullying.
- Training for pupils and staff on how to identify, challenge, and report bullying.

7. Procedures for addressing incidents of bullying

- Incidents that could appear to involve bullying should be reported to the relevant Housemaster or Housemistress at the earliest opportunity, if these reports are from school staff this should be through CPOMS entries.
- 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) via CPOMS.
- Any pupil who is being bullied will be given the support and protection they need as well as assistance to develop positive coping strategies and self-assertion.
- Pupils who are bullying will also be given support and assistance to enable them 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 Head (or in their absence the Senior Deputy Head) in consultation with the relevant HsM, 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.
- In cases of staff-to-staff bullying, staff should refer to the bullying, discrimination and harassment policy found on Itrent.

8. Monitoring and Review

Incidents of bullying will be monitored through:

- Pupils' questionnaires conducted in Life Matters lessons at the end of the year.
- Staff vigilance, both within and outside 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.
- Weekly and biweekly cluster meetings with HsM.
- Open communication with parents and guardians.
- Reporting via the QR code.
- Staff reporting through our internal use electronic monitoring system, CPOMS.

The Senior Management Team (SMT) will regularly review the log of bullying incidents to identify trend of themes that will feed back into the education, awareness, and training to prevent bullying at the school.

9. Conclusion

The school's anti-bullying policy is a commitment to fostering a safe, respectful, and supportive environment for all pupils. By clearly defining bullying behaviours, outlining responsibilities, and establishing procedures for reporting and addressing incidents, the school aims to prevent bullying and ensure that all pupils feel valued and protected. Through education, awareness, and a collaborative approach involving pupils, staff, parents and guardians, we strive to create a school culture where kindness and empathy prevail, and every pupil can thrive without fear of bullying.

10. Further sources of information

[DfE Behaviour and Discipline in Schools Guidance](#)

[Keeping Children Safe in Education](#)

[Working Together to Safeguarding Children](#)

[Preventing and tackling bullying](#)

[National Minimum Standards for boarding schools](#)