



Kents Hill Park School Anti-Bullying policy



INTRODUCTION

Kents Hill Park School is committed to providing the best educational experience for every student. Each member of the Kents Hill Park School community has the right to feel safe and secure at school, and shares the responsibility for helping to prevent bullying.

Bullying affects everyone, not just the bullies and the victims. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. Only when all issues of bullying are addressed, will a child be best able to benefit from the opportunities available at Kents Hill Park School.

Bullying does not have defined boundaries and can be experienced in many environments, e.g. home, school, social media, the workplace. Whilst the school will act in accordance with the principles and guidance laid down in this policy to address bullying within the school, it is not responsible for issues outside of school hours (especially on social media platforms) where the responsibility lies with parent/carers and the relevant authorities.

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

At Kents Hill Park School we believe that all students have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All schools, both large and small, contain numbers of students with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. Kents Hill Park School also has a clear policy on the teaching of Values & Ethics/PSHE, where it is made clear that bullying is a form of anti-social behaviour. Bullying is not tolerated or ignored at Kents Hill Park School.

It is important, therefore, that Kents Hill Park School has a clear written policy to promote this belief, where both students and parents/carers are fully aware that any bullying concerns will be dealt with firmly, fairly and promptly.

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It may include:

a) Physical:

A child can be physically punched, kicked, hit, spat at, etc.

b) Verbal:

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, disability, sexual orientation, personality, appearance etc.

c) Exclusion:

A child can be bullied simply by being excluded or deliberately isolated from discussions/activities, with those they believe to be their friends.



d) Damage to Property or Theft:

Students may have their property damaged or stolen. Physical threats may be used by the bully in order to ensure that the student hands over property to them.

e) Cyber-bullying – by text/email/social media.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

One or some of these suggestions can help you to address the issue (in no particular order):

- a) Tell yourself that you do not deserve to be bullied, and that it is wrong.
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- d) Stay with a group of friends/people and in a safe place.
- e) Walk confidently away. Go straight to a teacher or member of staff and report your concerns.
- f) Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED:

- a) If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- b) Look for support within school through the school's pastoral system and support agencies.

AS A PARENT/CARER:

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- d) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- e) Make sure your child is fully aware of the Kents Hill Park School policy concerning bullying and that they should not be afraid to ask for help.
- f) Use the information on anti-bullying which can be accessed through the School's website.

Kents Hill Park School Anti-Bullying policy



AT KENTS HILL PARK SCHOOL WE:

- a) Organise the school community in order to minimise opportunities for bullying, e.g. provide increased supervision during break and lunch times;
- b) Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, e.g. the Values and Ethics assemblies and tutor time;
- c) Offer students support and advice through the student Anti-Bullying committee;
- d) Explicitly teach children throughout their education journey what bullying is, how to recognise it and what actions they need to take if it occurs. We do this through the PSHE curriculum, in class circle time, in assemblies and on an ad-hoc basis at any point where bullying becomes an issue;
- e) Will deal quickly, firmly and fairly with any complaints, involving parents/carers where necessary;
- f) Will review the Kents Hill Park School Anti-Bullying Policy and its degree of success;
- g) Will continue to have a firm, but fair discipline structure. The rules are few, simple and easy to understand, as outlined by our required Attitudes for Learning (AfL) policy and Behaviour policy;
- h) Do not use teaching materials or equipment to reinforce a negative view of any group because of their ethnic origin, sexual orientation, gender etc;
- i) Encourage students to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is;
- j) Encourage students to treat everyone with respect - to be good citizens;
- k) Will treat bullying as a serious offence and take every possible action to eradicate it from Kents Hill Park School;
- l) Regularly survey students to determine the extent of bullying;
- m) Keep a careful record of all bullying incidents and type of bullying and take action as appropriate;
- n) Regularly provide students with information on bullying;
- o) Offer students the opportunity to represent the school on community anti-bullying forums;

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:

If bullying is suspected we will talk to the suspected victim, the suspected bully/bullies and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given individually, as is appropriate to both the victims and the bullies.

We will support the **victims** in the following ways:

- By offering them the opportunity to talk about the experience with their class teacher, learning co-ordinator or school counsellors, if they choose and making it clear we accept their version of events.
- Informing the victim's parents/carers as necessary.
- By offering continuing support where appropriate.
- Informing the victim and/or parents/carers of what action has been taken.

Kents Hill Park School Anti-Bullying policy



- By monitoring the effectiveness of the intervention over an agreed time period.

We will discipline, but also try to help the **bullies** in the following ways:

- By talking about what happened and allowing them to give their version of events to discover why they became involved.
- Informing the bully's parents/carers as necessary.
- By continuing to work with the bullies in order to eliminate prejudiced attitudes as far as possible.
- By monitoring the effectiveness of the intervention over an agreed time period.

In addition, the Behaviour Management Policy of Kents Hill Park School allows, where appropriate, persistent bullies to:

- Develop anti-bullying and/or social skills related targets under an Individual Education Plan.
- Be placed on a behavioural report, monitored by either the Learning Co-ordinator or relevant mentor or the school's senior leadership team (SLT).
- Be excluded (fixed period or permanent, as appropriate) from school.

Kents Hill Park School
April 2018