



Anti-Bullying Policy

Anti Bullying Policy

We are committed to working to ensure that the Every Child Matters outcomes are a reality for all students at QK:

- Staying safe
- Being Healthy
- Enjoying and achieving
- Making a positive contribution
- Having economic well –being

We aim to provide a caring, friendly and safe environment for all our students to enable them to learn in a secure and respectful atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be aware of the procedures for reporting the bully and know that incidents will be dealt with effectively. We are a school that encourages students and staff to report bullying – anyone who knows that bullying is happening is expected to tell staff, this can be any member of staff they feel comfortable with or a key identified member of staff who the student feels has more time to deal with it.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person, which results in pain and distress to the victim.

Bullying can include:-

Physical: pushing, kicking, hitting, pinching or any use of violence.

Verbal: name-calling, sarcasm, spreading rumours, teasing, racist, sexist or gender based comments, homophobic comments, comments on personal appearance.

Emotional: excluding students from friendship groups, leaving out/sending to Coventry, tormenting (i.e. hiding books, threatening gestures) threats of violence.

Sexual: unwanted physical contact or abusive gender comments.

Our Aim

- All staff, governors, students and parents should have an understanding of bullying.
- Bullying will not be tolerated.
- Clear procedures for reporting bullying should be understood and followed.

Strategies for Prevention and Dealing with Bullying

We will use a variety of methods for helping children to prevent bullying.

1. We will use a whole school questionnaire to ask the students how they feel about bullying and use the information to inform our future practice.
2. We will ensure that all new members of staff are given training in how to prevent bullying and how to manage bullying should it occur.
3. All students will be expected to sign a Home/School Contract on admission.
4. Each Student will be expected to abide by the school rules and the Home/School Contract.
5. Space Lessons will be used to look at issues around bullying. Part of the bullying policy will be in the diary "so everyone knows it is important" – "next to the rules".
6. Students will be encouraged to report bullying incidents to staff (this may be a Form Tutor, Subject Teacher, Director of Learning, Member of SLT or any other known responsible adult, within school).
7. The member of staff will refer to the guidance to determine our action and ensure a consistency of approach. An incident form should be completed by the member of staff(B should be written on the form).
8. A statement should be written by the 'victim' and any witnesses and given to the form tutor with a copy to the Director of Learning.
9. The person bullied will be supported and his/her safety will be evaluated and monitored. There will be a regular meeting with someone to say how things are going not just seeing someone if things get bad again.
10. The bullying behaviour and threats of bullying must stop immediately. (The bully will be told that they will be dealt with accordingly to the guidelines set out in the Policy.)
11. Parents of both the victim and the bully may be informed if we are made aware of an occurrence of bullying and may be asked to come to a meeting to discuss the problem with the Director of Learning and to look at how best to deal with it. If necessary the police will be consulted
12. The bully will be asked to offer an apology. The Director of Learning and parents of the bully will be present "You want to hear that they won't do it again."
13. An attempt will be made to help the bully (bullies) change their behaviour.
14. In serious cases, fixed or permanent exclusion will be considered.
15. Whenever possible, the students will be reconciled.

Support for Bullied Students

Counselling and support can be provided for bullied students through the Student Support Worker for instance small groups for students who have been bullied or are considered vulnerable may be covered. Appropriate outside agencies can be accessed by the Support Worker if necessary.

The school site is well supervised at break and lunchtimes and students can contact staff in the diner or the library as well as those staff in the playground if there is an issue.

School Council Representatives/Peer Supporters

School Council Representatives will be made aware of the procedures for dealing with bullying.

VI Form Peer Support Workers/buddies are available for ongoing support on request.

Friendship Pairs

Form Tutors should be made aware of any bullying so that they can ID another student from within the tutor group to offer support, this involves the tutor identifying an appropriate and suitable potential "friend" for an individual.

Additional Strategies

Structured use of registration time. Teachers are encouraged not to leave class for 'two minutes' etc. as this is when a lot of bullying takes place.

"Bullying" Week with themed assemblies on bullying, cross-curricular input on bullying, library displays.

"Strategies for Student" sheet copied into planner.

"Twelve things to do if you are being bullied" is in all the student planners.

Additional written information is available for students in the library in the form of leaflet and support booklets.

Support for Those Showing Bullying Behaviour

1:1 emotional management and group work and 1:1 counselling is available through referral to the Student Support team for those showing bullying behaviour.

IF BULLYING IS REPORTED TO YOU

- Don't ignore it.
- Investigate the allegation – this means talking to all involved.
- Respect the confidentiality of the 'victim'. They are often very afraid when making an allegation.
- Fill in an incident sheet (marked with a B) and ask the 'victim' to complete a statement.
- Keep the bullied person informed of what you are doing.
- Resolve the situation clearly and decisively, and so the bullied person does not feel punished in any way
- Make it clear that bullying will not be tolerated in our school.
- Give the incident sheet and the student statement to the Form Tutor with a copy to the Director of Learning.
- If at any point you need advice and guidance please do not hesitate to discuss an appropriate response with your Director of Learning or a member of SLT.
- Follow up with the student, as the student may have confided in that member of staff and trusted them.

PROCEDURE FOR DEALING WITH THE BULLY

- The **first** time there is an incident of bullying it should be dealt with by the teacher who is initially made aware of the bullying incident with a verbal reprimand (by the end of the day if possible). Details must be copied to the Form Tutor and DOL.
- For **second** incidents the form tutor should refer to the "Sanctions" "Policy for rewards and sanctions" and the parent/carer informed by the planner, phone call or letter.
- For **third** incidents the student should be referred to DOL, put on report and Parent/Carer informed by planner, phone call or letter – ensure the parent / carer is aware. SSW should be informed.
- For **fourth** incidents student may be excluded.

WHAT IS BULLYING

Name Calling

Dirty looks

Hiding equipment and clothes

Cussing family

Tripping up

Banging into each other in corridors

Excluding

Totally ignoring

Always blaming the same person

Pushing

Slamming doors into people

Idle threats

Letters

Text messages

Stealing

Throwing things

Racist comments

Sexist comments

Sexual assault

Comments of appearance

TWELVE THINGS TO DO IF YOU ARE BEING BULLIED

- 1. Tell an adult you trust**
- 2. Tell yourself that you don't deserve to be bullied**
- 3. Get your friends together and say "No" to the bully**
- 4. Stay with groups of people, even if they are not your friends. There is safety in numbers**
- 5. Try to ignore the bullying and DO NOT retaliate**
- 6. Try not to show you are upset, which may be difficult**
- 7. If possible, avoid being alone in places where bullying happens**
- 8. Try being assertive. Shout "No" loudly. Practice in front of a mirror**
- 9. Walk quickly and confidently, even if you don't feel that way inside. Practice!**
- 10. If you are in danger, get away. Do not fight to keep possessions**
- 11. Fighting back may make it worse. If you decide to fight back, talk to an adult first**
- 12. If you are different in some way, be proud of it! It is good to be an individual**