



KESGRAVE HIGH SCHOOL

ANTI-BULLYING POLICY

STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and we adopt a zero tolerance approach to any forms of bullying, discriminatory or prejudice related behaviour. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are an OPEN, SHARING, LISTENING school. This means that **anyone** who knows that bullying is happening is expected to tell the staff. Everyone must realise that not telling means that bullying is likely to continue. Students should feel confident to make disclosures and that they will be listened to and taken seriously.

WHAT IS BULLYING?

Bullying is deliberately hurtful behaviour which is **repeated over a period of time** where it is difficult for those being bullied to defend themselves. There are seven common types of bullying:

Physical	Mental	Verbal	Cyber
Social	Racist		Sexual

It is important to identify which type of bullying is impacting on the victim so we can understand what is happening to them, how we can support them and what action to take.

The focus of bullying can be more or less anything that distinguishes an individual and represents a deviation from a presumed 'norm.' This could include being good or poor in lessons, size, body shape, hair colour, eyesight, dress, language or mannerism. It can focus on personal backgrounds, including parents' jobs, houses and lifestyles and can sometimes derive from deep seated local feuding with disagreements between adults passed to children who then act them out in school. Bullying can focus any of the nine protected characteristics as referred to in the Equalities Act 2010 on:

Race	Disability	Gender Reassignment	Age	Faith, Religion or Belief
Sexual Orientation	Marriage	Pregnancy & Maternity	Sex	

Bullying is not the same as quarrelling or falling out with each other over friendship groups, as all adolescents will do from time to time. Not all aggression is bullying, nor all name calling. It becomes bullying when it is persistent and when it is exercised through the use of power rather than an exchange between equals.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

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OBJECTIVES OF THIS POLICY

- To ensure that governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- To ensure that governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- To ensure that pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously and bullying will not be tolerated.

PROCEDURES

All incidents of bullying should be reported to a member of staff. The most appropriate would be the form tutor, the relevant student support officer or the relevant Head of Year. The exact form of action will vary with each situation but the main objectives should be that bullying incidents are brought into the open, discussed, strategies agreed to help resolve the problem and to make sure the behaviour is not repeated.

It is important to make sure that:

1. Everything that happens is recorded.
 - a. All incidents of discriminatory bullying and/or cyber-bullying will be recorded on the schools bullying log.
 - b. All incidents which are prejudiced related bullying (racial, disabled or homophobic in their content) will be recorded and logged separately with the Senior Teacher responsible.
2. The Application of sanctions will be in line with the School's Behavioural Policy and will depend on the individual circumstance of each incident.
3. Support will be available to the victim.
4. Support will be available for the bully to help change his / her behaviour.
5. All relevant stakeholders will be informed and involved.

THE SCHOOL CURRICULUM

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHEE, form tutorial time, assemblies and subject areas, as appropriate, or in an attempt to eradicate such behaviour.

This policy will be reviewed on a regular basis.

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