



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.

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.

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 happen in and out of school and some forms of bullying are a criminal offence. Bullying can focus any of the nine protected characteristics as referred to in the Equalities Act 2010 on:

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Age	Disability	Gender re-assignment		Marriage and Civil Partnership
Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation

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.

SAFEGUARDING AND YOUNG PEOPLE

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a safeguarding concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action. Full details can be found in Part 1 of Keeping Children Safe in Education.

However, external support can be given to pupils whether or not it is deemed a child protection concern. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying. Full details can be found in Part 1 of Keeping Children Safe in Education and Chapter 1 of Working Together to Safeguard Children.

CRIMINAL LAW

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

BULLYING WHICH OCCURS OUTSIDE THE SCHOOL PREMISES

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or

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anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place in and out of school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

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.

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 in the Prejudice Related incidents Log.
2. The application of sanctions will be in line with the School's Behaviour Management 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.

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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.

SUPPORTING DOCUMENTS



Preventing and tackling bullying

Advice for schools on how to prevent and tackle bullying

July 2017

[Preventing and tackling bullying](#)



Cyber bullying: advice for headteachers and school staff

Advice for headteachers and school staff on how to prevent and tackle cyber bullying

[Cyber bullying: advice for headteachers and school staff](#)



Advice for parents and carers on cyber bullying

Advice for parents and carers on how to prevent and tackle cyber bullying

[Advice for parents and carers on cyber bullying](#)

All of the DFE guidance above were published: 22 August 2013 and Updated: 4 July 2017

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